



IncluCivics

**An Analysis of Employee Demographics &
Salary Equity of 51 Metro Departments,
2015-2022**

April 2023

The mission of the Metro Human Relations Commission is to protect and promote the personal dignity, peace, safety, security, health and general welfare of all people in Nashville and Davidson County. The Commission's work is organized around a theme of "One City for All People." This guides all MHRC functions around education, training, advocacy, and compliance services.

It is the responsibility of the Human Relations Commission to investigate alleged misconduct, resolve complaints and carry out educational programs related to discrimination in a number of areas, including employment. The Commission is a resource to employees, supervisors, Human Resources, policy makers and others in providing mediation, conflict resolution and support for employment issues regarding recruitment, hiring, firing, promotion, referral, and compensation (Chapter 2.132 - Metropolitan Human Relations Commission; Code of the Metropolitan Government of Nashville and Davidson County, TN). The Commission is available to partner with Metro departments in developing diversity, equity and inclusion trainings for employees and teams.

We want to acknowledge the Human Resources department for making employment data available on the Nashville Open Data portal. We also thank Metro leaders for establishing the Office of Diversity, Equity and Inclusion within the Finance Department, and the inaugural team's work toward creating structural, sustainable change in Metro.

CONTACT

If you are an employee who is interested in additional information about your department or partnership opportunities for research or training, please reach out to us directly.

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I am extremely pleased to present to you the work that the Metro Human Relations Commission staff have done to assess the state of equity in pay and hiring in Metro. The analysis done in these pages is immensely important, to tell us how far we've come, and two, to tell us of where we need to go.

With this analysis the city government can enrich hiring, promoting and investment practices. This analysis can lead to action that will ensure greater income parity between genders and less concentration of races at the opposite ends of the earning scale. Most importantly, this report will contribute significantly to a city government that is more equitably and equally led among races, backgrounds and gender.

As a city, our tasks are clear. The first is to digest the very important findings. Read through the pages, look at the useful graphs and infographics. Smile at the progress and feel the weight of the inequities still present.

Our second task is to ensure that political and administrative leadership enact policies and cultures within departments, offices, and shared work spaces that ensure the dignity and thriving of all employees.

The hard part is knowing where to put our focus. This has been done for us in the pages of this report. All we must do is ensure that these nuggets of insight are incorporated into the way we work moving forward. This we can do.

Nashville has made progress since 2015. I am so thrilled for what is to come for equity in our government.

Maryam Abolfazli, Chair



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As we come together this year to celebrate "Metro at 60," the Human Relations Commission is pleased to release the third iteration of the InluCivics report. Our city was born 60 years ago during the Civil Rights movement. As a nation and as a city, we both continue to make advancements and continue to struggle through myriad connected equity issues. This report looks at the Metro workforce. It is even more important today in light of national and local issues regarding race, gender and public policy.

The analysis in the following pages provides an in-depth look at gender, race, salary, and geographic location of nearly 10,000 employees across 51 departments. You will see some areas where we have made strides forward. You will also see areas the data suggest we still have a ways to go. Our intent is to provide an overall look at our workforce that will raise questions to move the conversation toward positive policy decisions.

We are grateful to the Metro Human Resources department for providing the data and their work that has contributed toward achieving some of the improvements laid out in this report. Likewise, we are appreciative to the staff of the Office of Diversity, Equity and Inclusion which was only established in the last few years. It is clear that Metro leaders, under Mayor Cooper's administration, have taken major steps in addressing DEI in an impactful, meaningful and tangible way.

MHRC Commissioners and staff remain committed partners as we work together toward our aspirational goals of becoming a more just and equitable city. We stand ready to assist, facilitate and advise on how we bring these values and practices to build, sustain and care for our workforce.

We welcome your comments and critique around this report. We look forward to continuing this work with the next administration and our community partners.

Davie Tucker, Jr., Executive Director

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In 2015 the Metro Human Relations Commission published IncluCivics, an analysis of demographic data on Metro employees to assess how representative employees are of the city demographics, by race and gender, along with salary equity. This updated report was created to assess for any significant changes and to examine trends over the 2015-2022 period. Some salient findings include:

Employee Race and Ethnicity

- The majority of Metro employees are White, followed by Black or African American employees. The percentages of White and Black employees are representative of the county's overall racial composition, but we lag behind in hiring Hispanic or Latinx, Asian or Pacific Islander, and bi/multiracial employees.
- Salaries have increased for everyone, but White employees are consistently paid higher average salaries than employees of all other races, with the largest pay gaps between White (\$70,703) and Black (\$59,546) or Hispanic (\$58,588) workers.
- White employees are over-represented in higher income brackets and Black employees are over-represented in lower income brackets.

Employee Gender

- Employees are disproportionately male (60% to 40%), but new employee hiring is moving toward greater gender parity (55% to 45%).
- Starting salaries are roughly equal between males and females, but males earn significantly higher average salaries overall (\$69,104 to \$63,473) and are over-represented in higher income brackets.

Departments and EEO Categories

- 33 of 51 departments are majority female. The largest departments are majority male.
- Departments whose missions include social-welfare services and the court system have greater percentages of non-White employees and more female employees.
- Departments with executive, administrative and regulatory authorities have higher percentages of White employees and are those with the highest average salaries.
- Officials and Administrators are majority White, majority male and earn the highest salaries. The lowest paid classifications (Administrative Support, Para-Professionals, and Service Maintenance) are overrepresented by females and Black and Hispanic employees.

County Residence

- The percentage of employees who live in Davidson County is declining across race and income. 53% of employees live in the county.
- Black (73%) and Hispanic (52%) employees live in Davidson County at higher percentages than White (44%) employees.
- Employees with the lowest incomes live in Davidson County at the highest percentages, and those with the highest incomes have the steepest decline of employees living in the county.

These and other trends are explored throughout the report, along with detailed department profiles. We end with areas for further inquiry and action, including a need for greater efforts toward hiring Hispanic or Latinx employees, analysis of attrition and promotion, more inclusive gender and racial identity data collection, and attention to the impacts of more employees living outside Davidson County.

Data and Methods

We use existing data provided by Metro Human Resources and the American Community Survey of the U.S. Census.

Metro Data

The primary data source for this report is the “General Government Employees Demographics” dataset, drawn from Metro payroll records and publicly available on the Nashville Open Data Portal. The data portal is updated once per quarter and each dataset represents employees on the date of each upload within the defined quarter (using a calendar year, Quarter 1= January to March, Q2= April to June, Q3= July to September, and Q4= October to December). Quarter four data from each year were standardized and merged to create the final dataset. Quarter four data were selected to represent each year based the assumption that departmental hiring or staffing changes due to the annual budget process are most likely to be in place by this period.

The dataset provides the following information for each de-identified employee: pay grade/step, annual salary, employee classification, title, department, employment status, job category, gender, race/ethnicity, year of birth, date started (in Metro, not specific to the current position), FLSA exempt status, and county of residence (beginning in 2017). These data were used to create the following additional variables: whether the employee is an elected official, salary range (in \$10,000 intervals), estimated years of employment, and estimated age in years. Table 1 lists the variables used in this report, including the categorical choices noted in parenthesis. We note that data collected on gender identity are limited to binary male and female selections, which likely are not inclusive of other gender identities employees may identify as, such as transgender, non-binary or others. Likewise, race and ethnicity data are restricted to one selection of the six options as listed (White, not of Hispanic origin; Black or African American; Hispanic or Latino of any race [the remainder of this report uses the term Latinx]; Asian or Pacific Islander; American Indian or Alaskan Native; and two or more races). Table 2 includes departments included in the analyses. There are several departments that operate independently from Metro General Government and are therefore not included in this report, including the Metropolitan Development and Housing Agency, Metro Nashville Public Schools, Metro Transit Authority/WeGo, the Airport Authority, Nashville Electric Service, and the Nashville Convention and Visitor Corporation.

Table 1. Variables

Year (2015-2022)	Employment Status (Full time, Part time, Temporary, Seasonal, Pool, Elected)	Gender (Male, Female)
Annual Salary	EEO Category (Administrative Support; Officials/Administrators; Para-Professionals; Professionals; Protective Service Workers; Service Maintenance; Skilled Craft Workers; Technicians)	Year of Birth
Salary Range		Date Started
Title		Years of Employment
Department (see Table 2)	Race/Ethnicity (White, not of Hispanic Origin; Black or African American; Hispanic or Latino of any race; Asian or Pacific Islander; American Indian or Alaskan Native; 2 or more races)	Age (For 2022 employees, estimated by [2023 -- Year of Birth])
Elected Official (Yes/No)		County of Residence

Census Data

We used supplemental Census data to make comparisons of employees' demographics to the overall population of Nashville-Davidson County. The American Community Survey is an ongoing survey of the U.S. Census Bureau that collects community-level data on demographics, housing and other information. We used 1-year estimates from the 2021 American Community Survey for points of reference.

Analysis

Most of our analyses present descriptive statistics that provide an understanding of gender and racial diversity on a whole, within departments and as otherwise described. At times, we use statistical models to assess for significant differences in salaries between specific demographics. Unless otherwise noted, we included full time, part time and seasonal employees for the purpose of describing overall demographics and department sizes; but only full time employees are considered when reporting on salaries. Elected officials are excluded from all analyses.

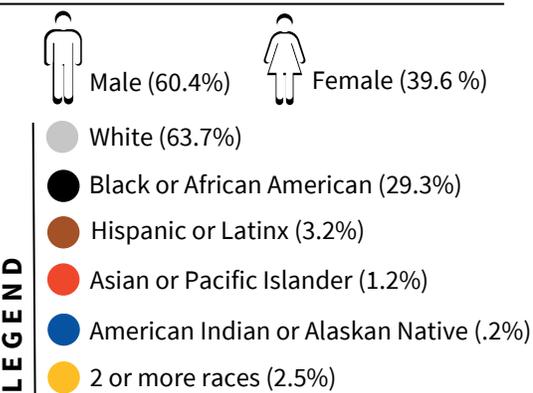
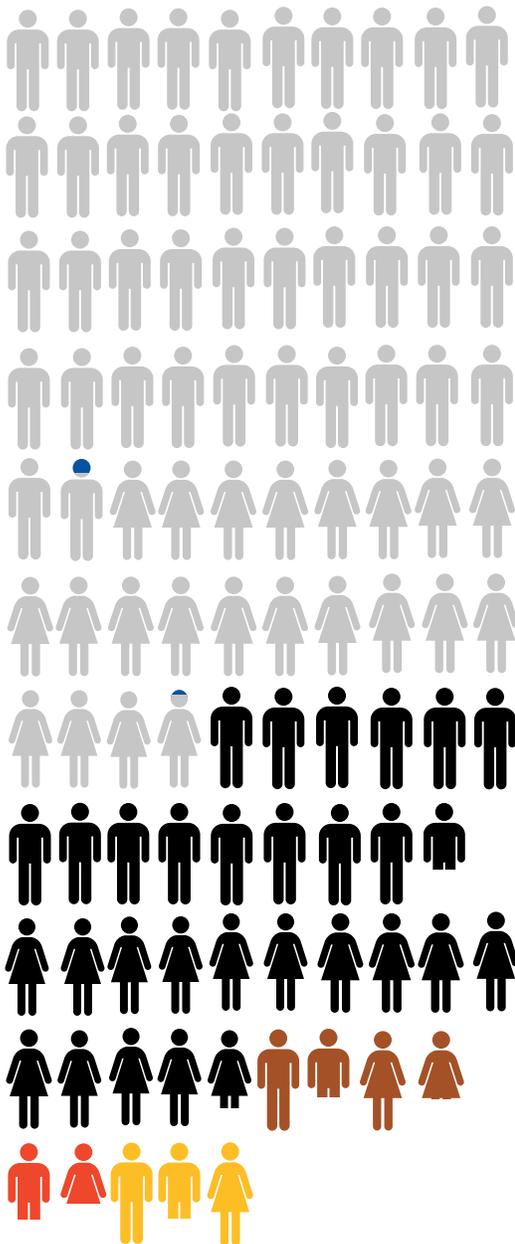
Table 2. Metro General Government Departments

Agricultural Extension	Fire	Municipal Auditorium
Arts Commission	General Services	Office of Emergency Management
Assessor of Property	General Sessions Court	Office of Family Safety
Beer Board	Health	Parks
Circuit Court Clerk	Historical Commission	Planning Commission
Clerk and Master	Human Relations Commission	Police
Codes Administration	Human Resources	Public Defender
Community Oversight Board	Information Technology Services	Public Library
Convention Center Authority	Internal Audit	Public Works
County Clerk	Justice Integration Services	Register of Deeds
Criminal Court Clerk	Juvenile Court	Sheriff
Criminal Justice Planning Unit	Juvenile Court Clerk	Social Services
District Attorney	Law	Sports Authority
Election Commission	Mayor's Office	State Fair Board
Emergency Communications	Metro Action Commission	State Trial Courts
Farmer's Market	Metropolitan Clerk	Trustee
Finance	Metropolitan Council	Water Services

The 51 department names represent current departments in 2022. Some departments dissolved or were absorbed into others during the 2015-2022 study period, including the Nashville Career Advancement Center, Soil and Water Conservation and the Community Education Commission. The data from the employees of those departments are still included in their respective years of operation. The Circuit Court Clerk and Circuit Court Satellite were combined because they are a single department for hiring and promotion purposes. The Nashville Department of Transportation (NDOT) was established in 2021, however, for payroll and administrative purposes NDOT is situated within Public Works.

Figure 1. All Employees, 2022

Total # of Employees: 9,952

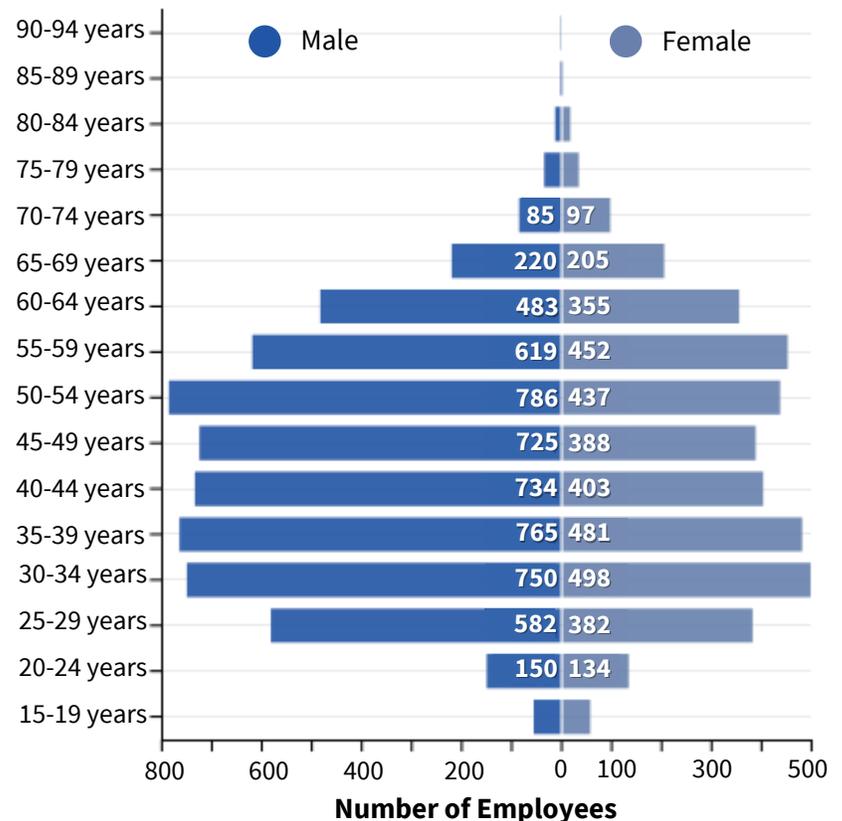


A Snapshot View of Today's Workforce

The figure on the left represents the gender and racial breakdown of all 9,952 employees in 2022. Each icon represents one percent of the workforce, which is majority male (60%) and majority White (64%) followed by Black or African American (29%). Hispanic or Latinx employees make up 3% of the workforce, followed by smaller percentages of employees who are two or more races (2.5%), Asian or Pacific Islander (1%), and American Indian or Alaskan Native (less than 1%).

Employee ages, stratified by gender, are shown in the distribution below. The average age is 44.9 years old. The youngest employee is 15 and the oldest is 93. The most common age ranges are 30-34 and 35-39 years old, which together make up 25% of all employees. 71% of employees are between 30 and 59 years old. There are more males than females in all but one age category.

Figure 2. Age Distribution by Gender, 2022



RACE & ETHNICITY

This section includes several analyses that examine the race and ethnicity of employees, including:

- Race of All Employees, 2015-2022
- Race of Fulltime Employees Hired each Year, 2015-2022
- Average Salary of Fulltime Employees by Race, 2015-2022
- Race of each Income Bracket of Fulltime Employees, 2022
- Average Starting Salary by Race, 2015-2022

Data Limitations. Race and ethnicity are often collected as two separate data points, often with the option to choose multiple responses. This dataset includes race and ethnicity (specifically, Hispanic or non-Hispanic) as one category, with all responses as mutually exclusive options; meaning each employee is identified as one of the six race categories. The six race/ethnicity categories are: White (not of Hispanic origin), Black or African American, Hispanic or Latinx of any race, Asian or Pacific Islander, American Indian or Alaskan Native and two or more races.

At times we compare the race and ethnicity of employees to the Nashville-Davidson County population, based on the 2021 American Community Survey, 1-year estimates of the U.S. Census. The figure below shows the percentages of the county population by race.

Analyses that consider salaries include only fulltime employees. Unless otherwise noted, other analyses include employees of all statuses, including part time, seasonal and pool workers. Elected officials are always excluded. The breakdown of 2022 employees by status is shown below.

Race of Nashville-Davidson Co



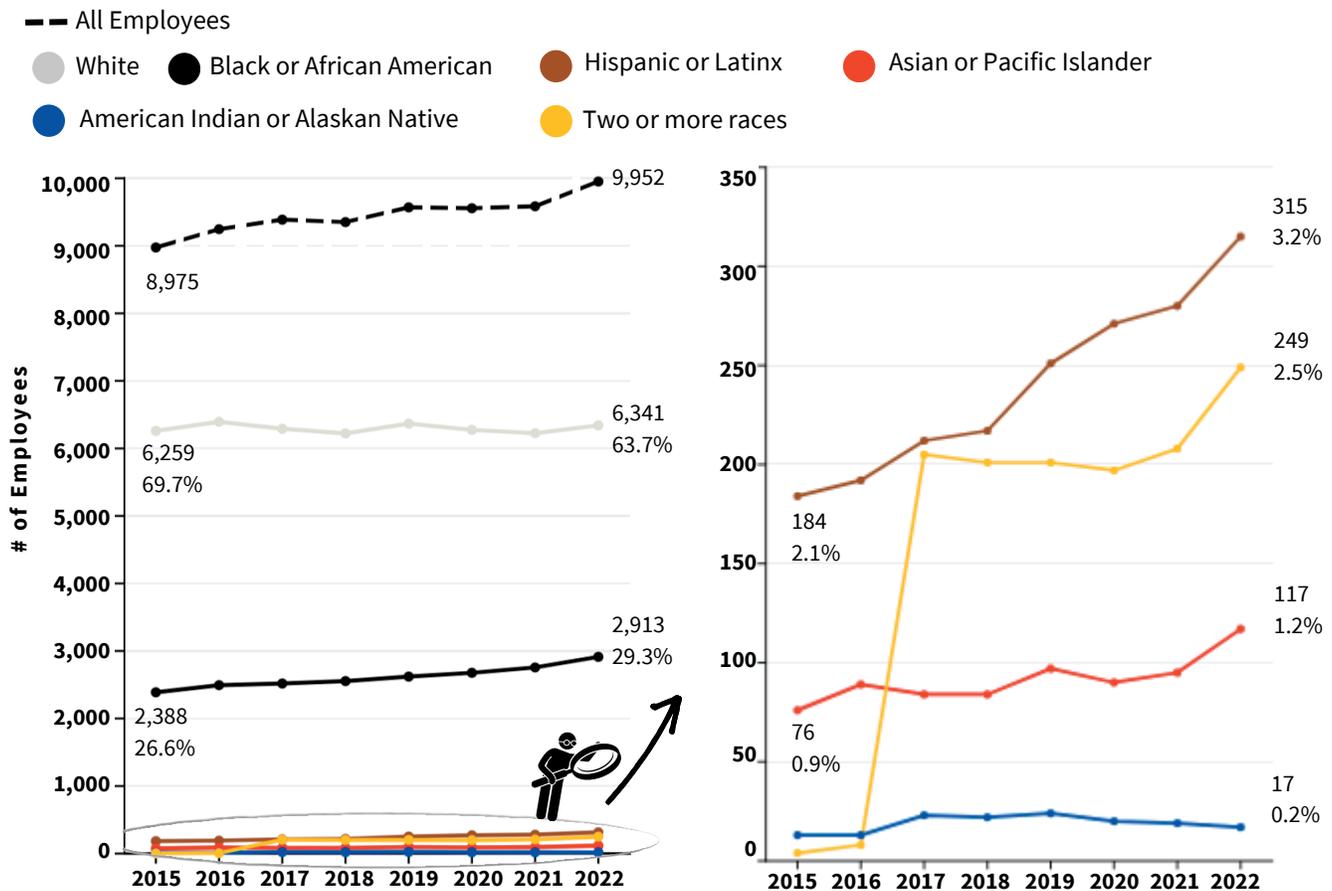
Note: Percentages exceed 100% total because the options are not mutually exclusive.

Employees, 2022

Full time	8,804	88%
Part time	753	8%
Seasonal	161	2%
Pool	234	2%
All Employees	9,952	

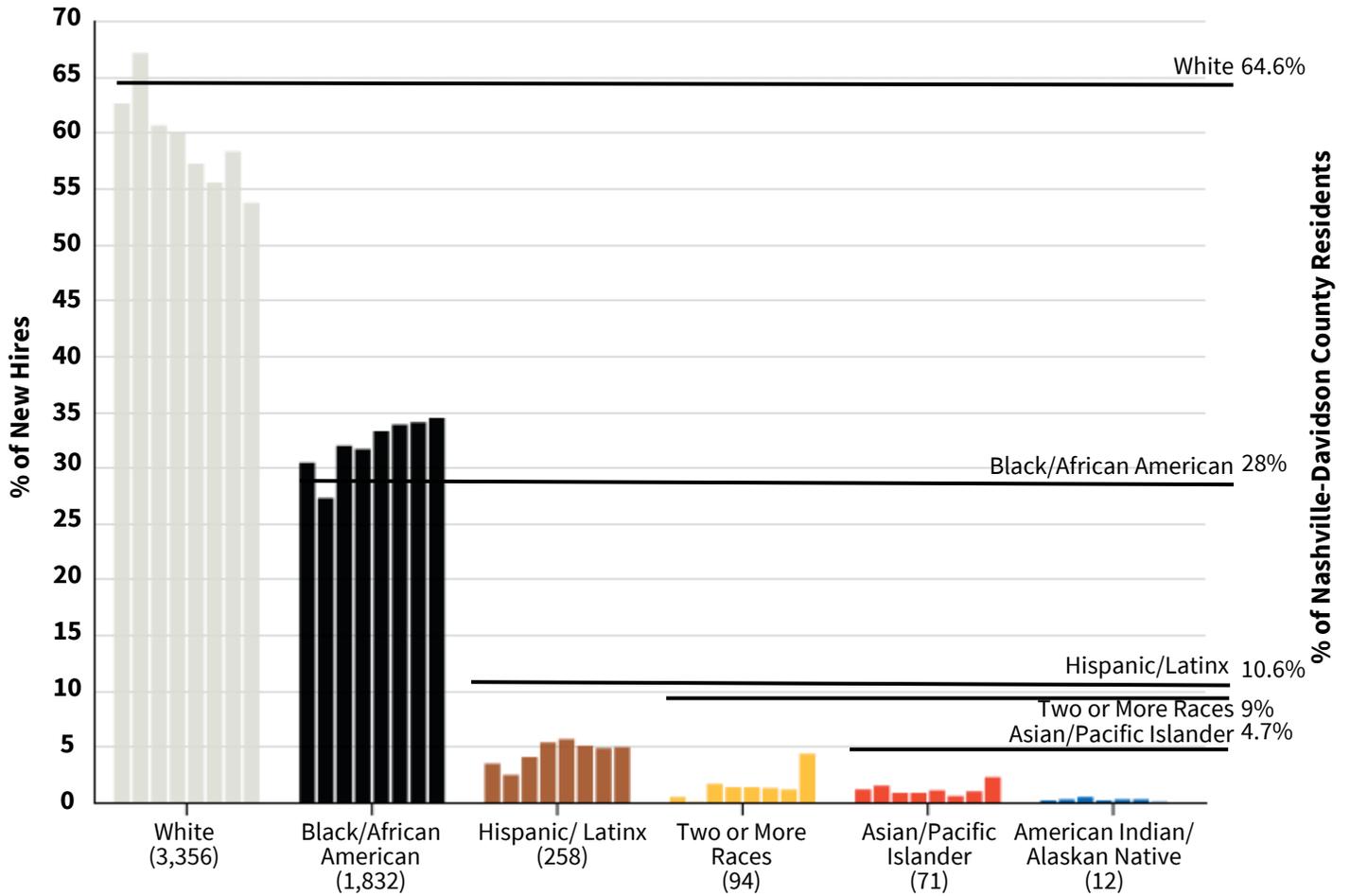
Figure 3 shows the race and ethnicity of all employees from 2015 to 2022. The dotted top line shows Metro's overall growth – there are approximately 1,000 more employees in 2022 than in 2015. The overall percentage of White employees has decreased over time while Black/African American, Hispanic/Latinx, and employees of two or more races have increased. The greatest increase is the number of Black/African American employees, from 2,388 to 2,913. While the number of Hispanic/Latinx employees has grown from 184 to 315, they still only account for just over three percent of the total workforce.

Figure 3. Race of All Employees, 2015-2022



We can look specifically at new employee hiring in the last eight years to better understand these changes. Figure 4 shows the race/ethnicity of fulltime employees hired each year from 2015 to 2022. The far left bar in each racial category represents employees hired in 2015, followed by those in 2016 and so fourth to the far right bar representing hires in 2022. The cumulative employee count for each racial category is indicated under each label (e.g., there were 3,356 White employees hired during these years). The horizontal lines show the race/ethnicity of the population in Nashville-Davidson County. When the county measurement is higher than the percentage of employees in a specific demographic, it indicates that race is underrepresented in the workforce compared to the county population. Employee counts that exceed the county population indicate overrepresentation.

Figure 4. Race of Fulltime Employees Hired each Year, 2015-2022



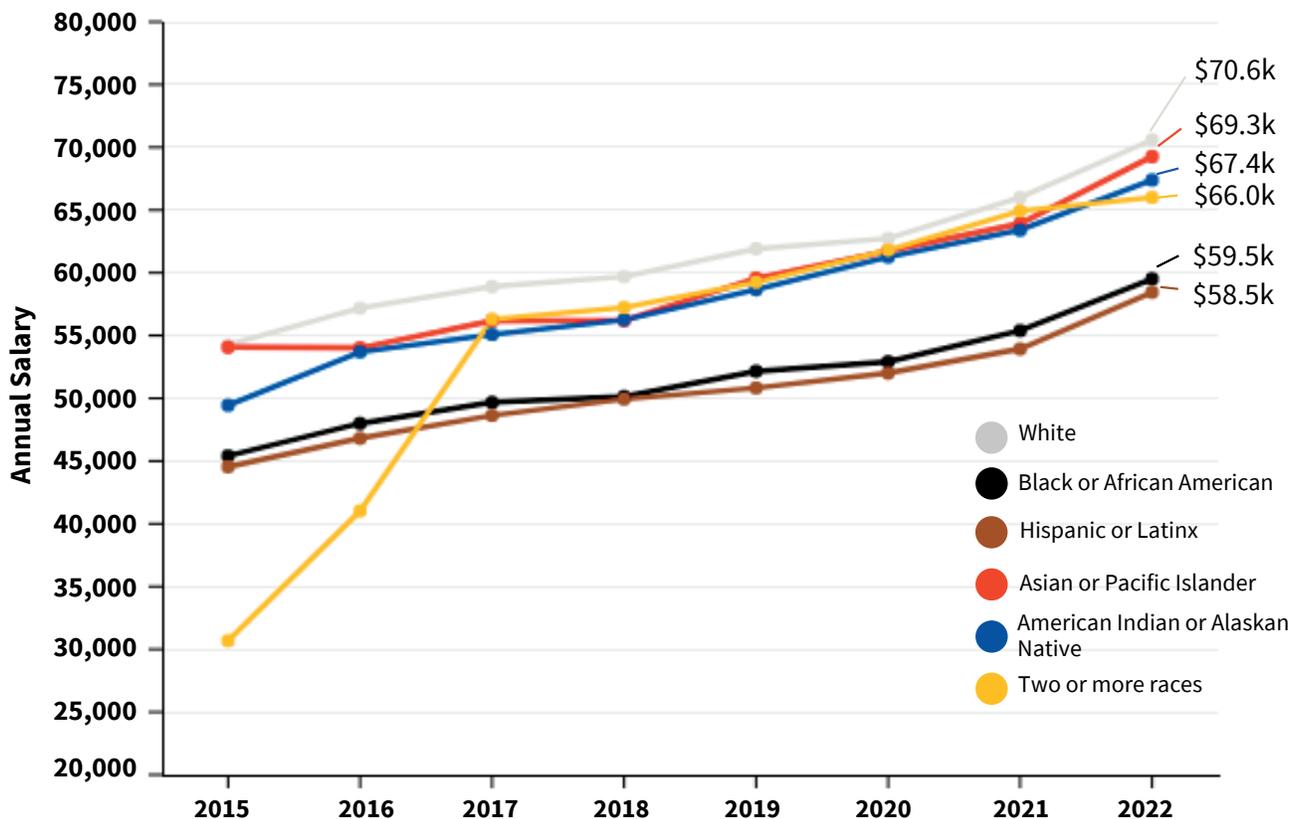
Overall, the percentage of new hires who are White is consistently decreasing and new hires who are Black/African American are consistently increasing. Hispanic hires have increased, although growth appears to have stagnated in the last five years. Hispanic/Latinx, Asian/Pacific Islander, and employees of two or more races are underrepresented compared to the general population, both in new hires (Figure 4) and in the overall workforce (Figure 3). Table 3 below provides the number of new fulltime hires in 2022, with reference to all fulltime employees.

Table 3. Fulltime Employee Counts by Race, 2022

	White	Black or African American	Hispanic or Latinx	Asian or Pacific Islander	American Indian or Alaskan Native	Two or More Races
New Fulltime Hires Total: 1,011	544	349	51	23	0	44
All Fulltime Employees Total: 8,804	5,682	2,488	296	101	16	221

Next we look at salaries and differences in pay by race and ethnicity. As shown in Figure 5, the average salary of fulltime White employees is the highest of all, followed by Asian/Pacific Islanders, Native American/Alaskan Natives and employees of two or more races. There is a substantial gap, with Black/African American and Hispanic/Latinx employees' average salaries trailing by more than \$10,000 from the average of White employees. While all employees have seen steady increases year after year, the differences by race remain consistent.

Figure 5. Average Salary of Fulltime Employees by Race, 2015-2022



We conducted an analysis on average salaries in 2022 to see if differences by race are statistically significant – meaning the differences are not due to sampling error or random chance. Shown in Table 4, Black/African American, Hispanic/Latinx and employees of two or more races make significantly lower salaries than White employees ($p < 0.01$). There is no significant difference in salaries between White workers and Asian/Pacific Islander or White and American Indian/Alaskan Native employees. The table provides two measures of central tendency—the median and the average salary. When the median and average are close in value, it indicates a symmetrical distribution of salaries from low to high values. When the average is higher than the median, it indicates there are more employees with salaries at the lower end of the distribution and fewer at the higher end – though those at the high end are likely to include outliers with substantially higher salaries than the majority (which are below the average).

Table 4. Salary Differences of Fulltime Employees by Race, 2022

	Median	Average	# of Employees	Average Years of Employment
White	\$67,004.05	\$70,703.73	5,682	12.2
Black or African American	\$53,605.58	\$59,546.80*	2,488	10.7
Hispanic or Latinx	\$53,651.42	\$58,588.59*	296	8
Asian or Pacific Islander	\$69,097.75	\$69,266.24	101	10.2
American Indian or Alaskan Native	\$68,740.65	\$67,401.11	16	13.6
Two or more Races	\$65,729.43	\$66,010.75*	221	10.2

Note: Asterisks and bold labels indicate statistically significant differences in the average salary of one racial group compared to White employees, at p-values <0.01. A full statistical table is in Appendix 2.

Figure 6 shows the race of each income bracket of fulltime employees in 2022. The parenthetical number after each bracket is the number of employees. We can determine over- and under-representation in each bracket by comparing each level to the racial breakdown of all employees, shown in the top boxed bar. For example, White employees are 64.5% of all fulltime employees, but make up 72 percent or more in the top six incomes. On the other hand, Black employees are 28.3% of all fulltime employees but are over-represented in the bottom three income brackets.

Figure 6. Race of each Income Bracket of Fulltime Employees, 2022

- White ● Black or African American ● Hispanic or Latinx ● Asian or Pacific Islander
- American Indian or Alaskan Native ● Two or more races

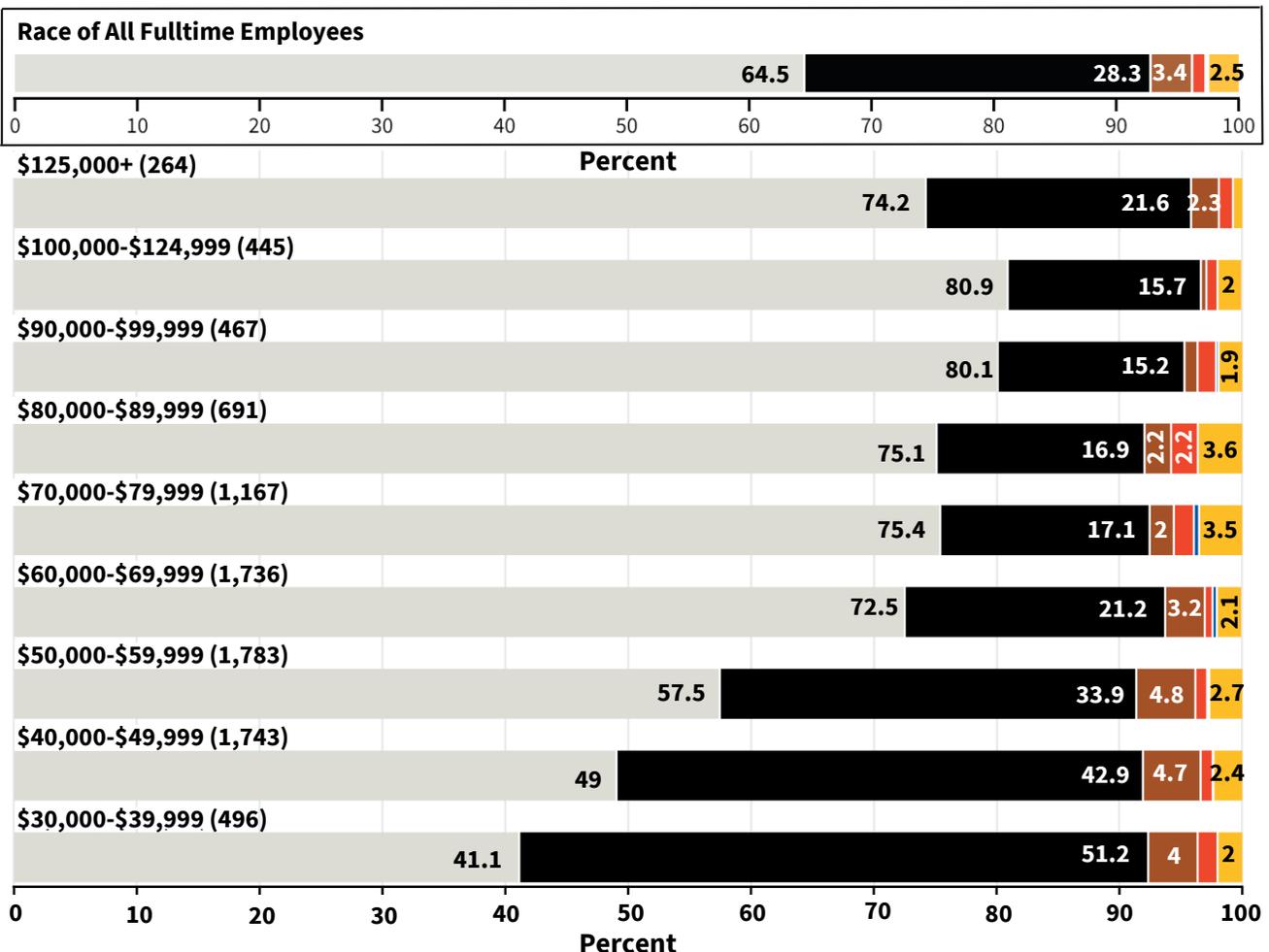
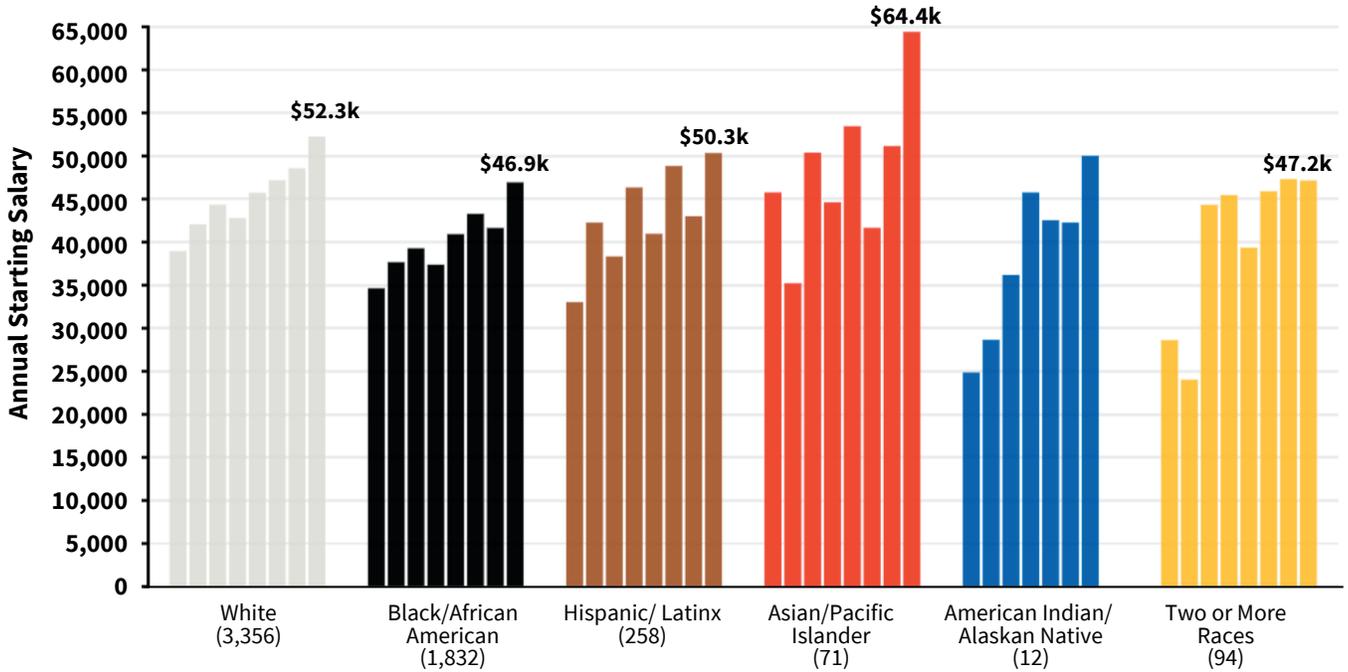


Figure 7. Average Fulltime Starting Salary by Race, 2015-2022



Lastly, we look at starting salaries by race. Figure 7 shows the average starting salary of fulltime employees each year from 2015 (the far left bar) to 2022 (far right bar) for each group. We estimated starting salary by using the annual salary of employees who started in the same year of the dataset, i.e., the starting salary for White employees in 2015 is the average salary of White employees who started in 2015 in the 2015 dataset. The cumulative employee count for each category is under each label (e.g., 3,356 White employees hired during these years). The average starting salary for 2022 is labelled, except for American Indian/Alaskan Natives, as there were no new hires in 2022. Starting salaries trend upward for all employees. Black employees have significantly lower starting salaries compared to White employees (shown in Table 5). Although there are significantly different salaries when comparing salaries of all fulltime White employees to all fulltime Hispanic employees and all employees of two or more races (shown previously in Table 4), those differences are not significant in starting salaries. In other words, salaries are more equal when looking at *new* employees, and become unequal when looking at *all* employees.

Table 5. Differences in Average Starting Salary of Fulltime Employees by Race, 2022

	Average	# of Employees
White	\$52,301.90	543
Black or African American	\$46,941.18*	349
Hispanic or Latinx	\$50,947.48	50
Asian or Pacific Islander	\$64,402.12	23
American Indian or Alaskan Native	n/a	0
Two or More Races	\$47,150.76	44

Note: Asterisks and bold indicate statistically significant differences in the average starting salary of one racial group compared to White employees, with p-value <0.05. A full statistical table is in Appendix 2.

GENDER

This section considers similar measures we explored via race and ethnicity but now for gender. Our analyses include:

- Gender of All Employees, 2015-2022
- Gender of Fulltime Employees Hired each Year, 2015-2022
- Average Salary of Fulltime Employees by Gender, 2015-2022
- Average Fulltime Starting Salary by Gender, 2015-2022
- Gender of Each Income Bracket of Fulltime Employees, 2022

Data Limitations. The data are limited to the binary, mutually exclusive options of male or female, without more inclusive gender identities.

Gender of Nashville-Davidson Co.

At times we compare the gender of employees to the Nashville-Davidson County population, based on the 2021 American Community Survey, 1-year estimates of the U.S. Census. Shown here, the county is majority female, at 48.2% male and 51.8% female.

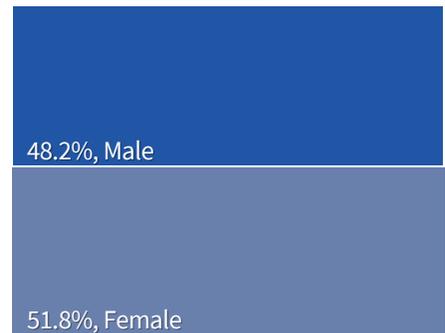


Figure 8 shows the gender breakdown of employees from 2015 to 2022. The majority of Metro employees are male (60%), though the gap in these eight years has narrowed by about 5.6%.

Figure 8. Gender of All Employees, 2015-2022

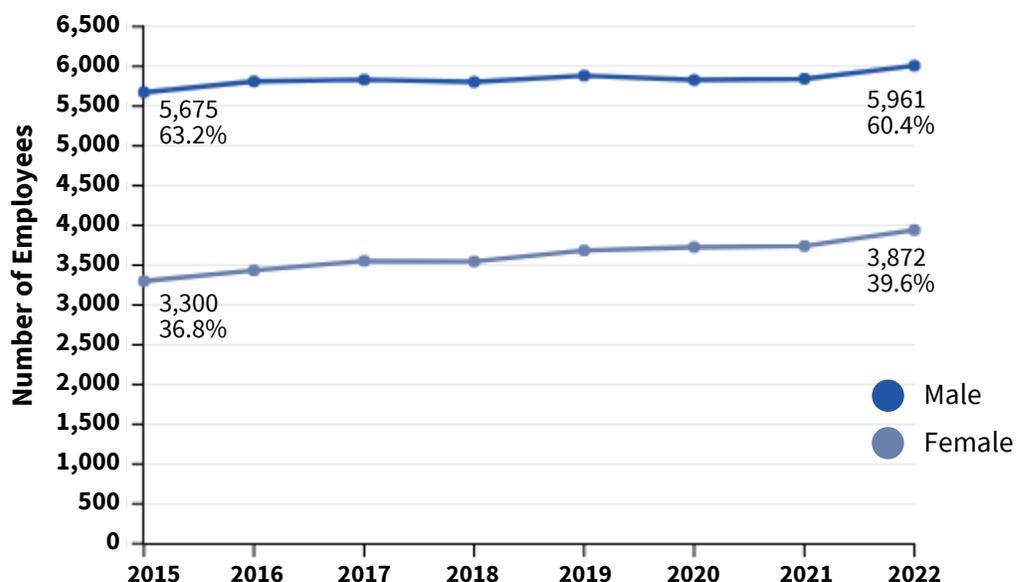


Figure 9 shows the gender of new fulltime employees hired each year from 2015 to 2022 (read left to right in each cluster of bars). More males than females are consistently hired each year and are overrepresented in comparison to the gender composition of the county (48.2%, shown by the horizontal line). Female employees are underrepresented every year compared to the county population. Although males comprise 60% of the workforce compared to female's 40% overall (Figure 8), the trend suggests new hiring is beginning to move toward greater gender parity. In 2022, males were 55% of new hires to females being 45%.

Figure 9. Gender of Fulltime Employees Hired each Year, 2015-2022

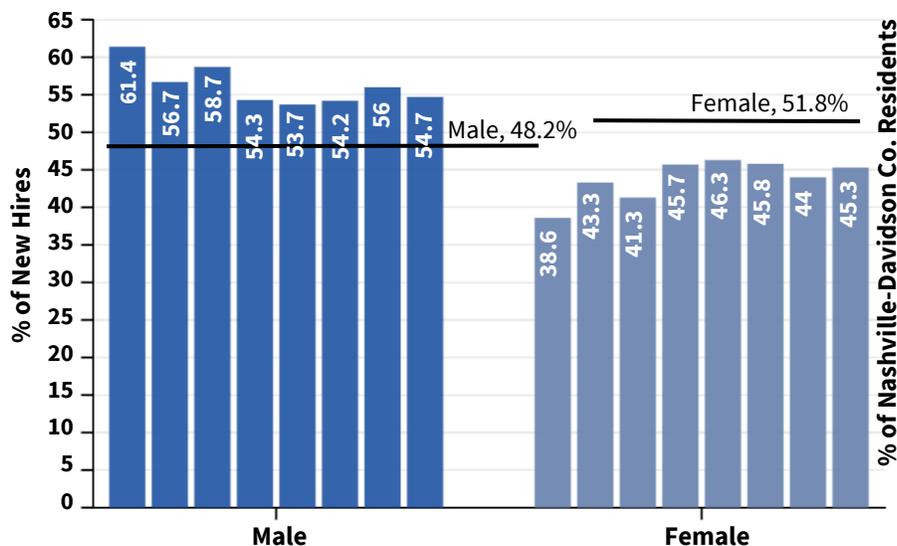


Figure 10. Average Salary of FT Employees by Gender, 2015-2022

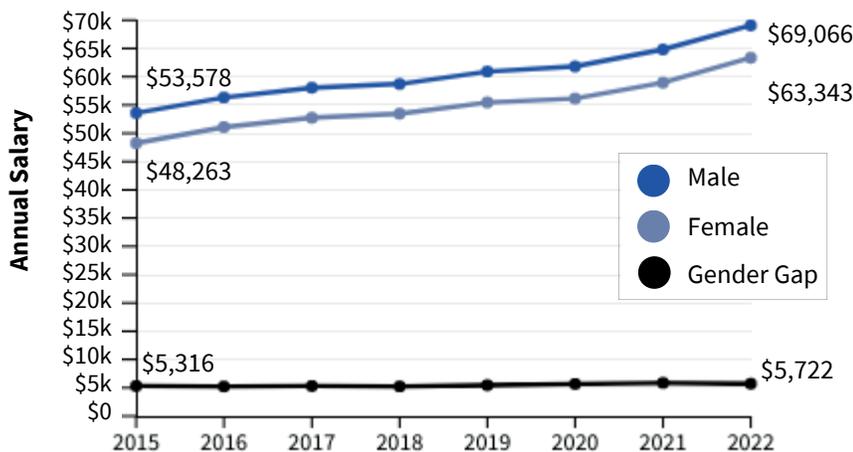


Figure 10 shows average male salaries to be consistently higher than females. The bottom line shows the gender pay gap (the difference between male and female), which has slightly increased from an annual difference of \$5,300 in 2015 to \$5,700 in 2022. Figure 11 looks at the average starting salary by gender. Here the differences are much smaller, with most years being within \$1,000, and approximately \$500 difference between new hires in 2022. Together, these figures show that starting pay is roughly the same across gender, but overtime, males earn salaries that become higher than females. This is also shown in Table 6 -- a statistically significant difference in average overall salaries, but no significant difference in starting salaries.

Figure 11. Average FT Starting Salary by Gender, 2015-2022

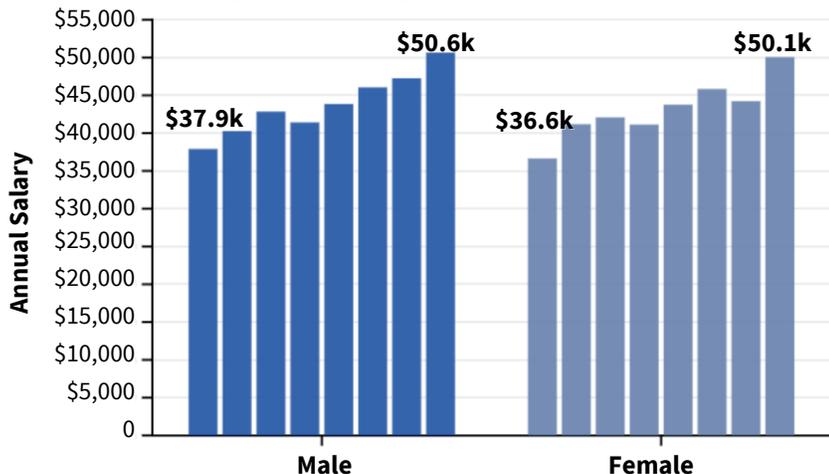


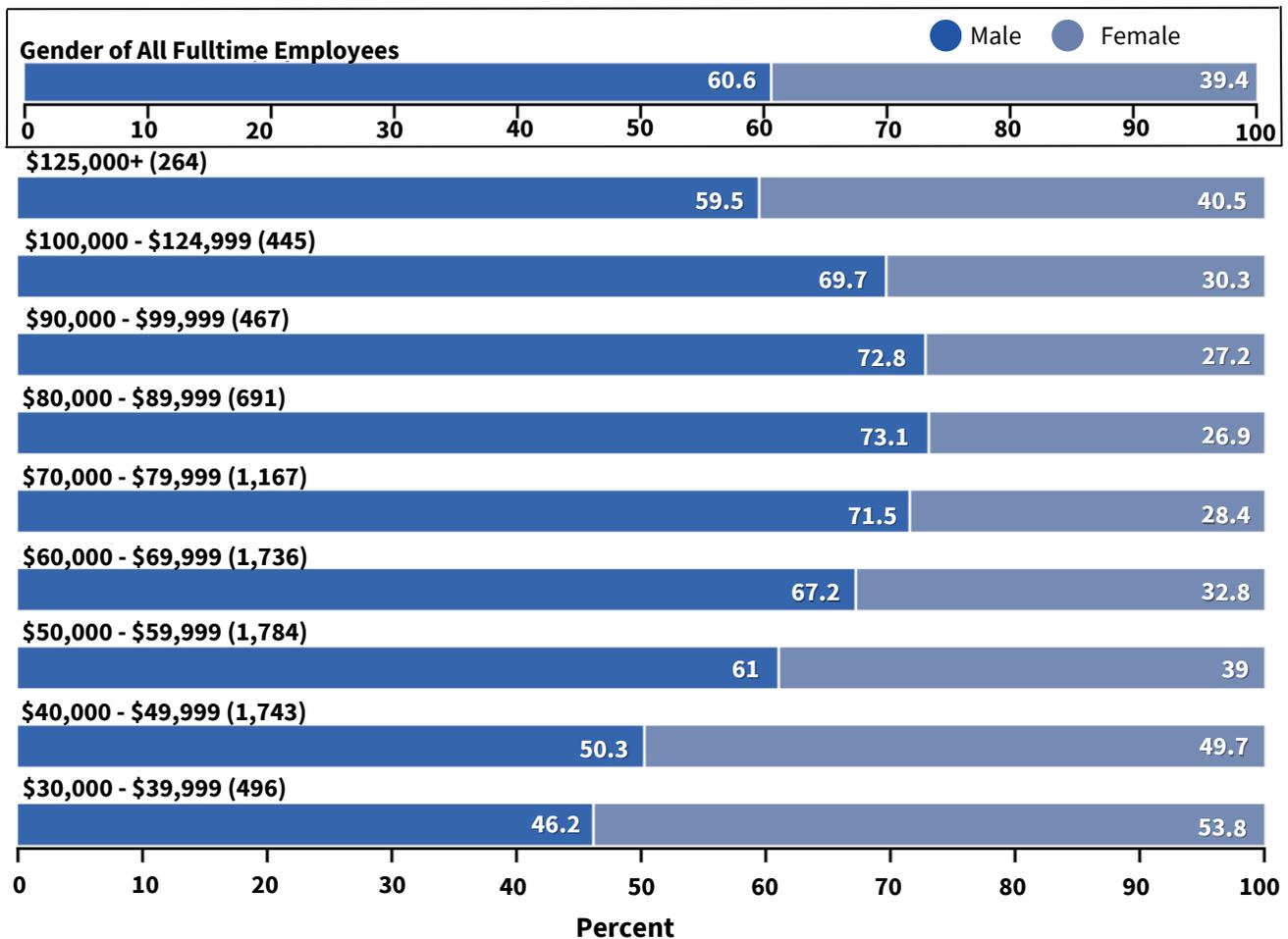
Table 6. Salary Differences by Gender, 2022

	Median	Average	# of Employees	Years of Employment
All fulltime males, 2022	\$65,259.19	\$69,104.17	5,506	12.2
All fulltime females, 2022	\$56,950.75	\$63,473.13*	3,283	10.5
Males hired in 2022	\$45,044.65	\$50,647.32	553	n/a
Females hired in 2022	\$43,646.56	\$50,170.37	456	n/a

Note: Asterisks and the bold font indicate statistically significant differences in the average salary between all female and all male employees, with p-value <0.01. A full statistical table is listed in Appendix 2.

Figure 12 shows the gender breakdown of each income bracket of fulltime employees in 2022. The top boxed bar shows the gender composition of all fulltime employees, and the parenthetical number following each income bracket is the number of employees in each category. Males are 60.6% of fulltime employees. Income brackets in which they are less than 60% indicates underrepresentation, and those where they are more than 60% indicate overrepresentation; and likewise for females (at 39.4%). Male employees are over-represented in income brackets between \$60,000 to \$124,999. Females are over-represented in the bottom two income brackets of \$30,000 to \$49,999. The top income level is reflective of the overall workforce (that is disproportionately male) at 59.5% male and 40.5% female.

Figure 12. Gender of each Income Bracket of Fulltime Employees, 2022



DEPARTMENTS

This section describes the race and gender composition of each department and salaries across departments. Specific measures include:

- Department Size, 2022
- Employee Race by Department, 2022
- Employee Gender by Department, 2022
- Median Salary of Fulltime Employees by Department, 2022
- Additional Department Salary Measures, 2022

Figure 13 shows the number of employees in each department in 2022. The largest departments are the agencies traditionally considered as public safety - Police, Fire and Sheriff - with more than 1,000 employees each. A number of departments have fewer than 10 employees.

Figure 14 shows the racial makeup of each department and Figure 15 shows gender. The number of employees per department is noted after each department name. Departments with missions to provide social-welfare services and to serve traditionally marginalized or minority communities are among those that are staffed with higher percentages of non-White employees, including Social Services, Metro Action Commission, the Office of Family Safety, as well as the courts and Community Oversight Board. Departments with greater executive decision, regulatory and administrative powers, and traditional public safety, are among those that are majority White, including Codes, Emergency Management, Planning, Metro Council, Law, Election Commission, Internal Audit, and Police and Fire.

Figure 15 shows that a majority of departments (33 of 51) have more female employees than male. However, some of the largest departments – Fire, Water, Police, Sheriff, Public Works – are majority male.

Figure 16 shows the median salary of fulltime employees in each department. Departments whose mission focuses on social-welfare services, courts and public facilities are among the lowest paid. Departments with executive, regulatory and professional roles are among the highest paid.

Table 7 provides additional department salary measures, including the highest and lowest salaries in each department. Detailed department profiles, including age distribution, salary distribution, employee residence, director profiles and more are provided in Appendix 3.

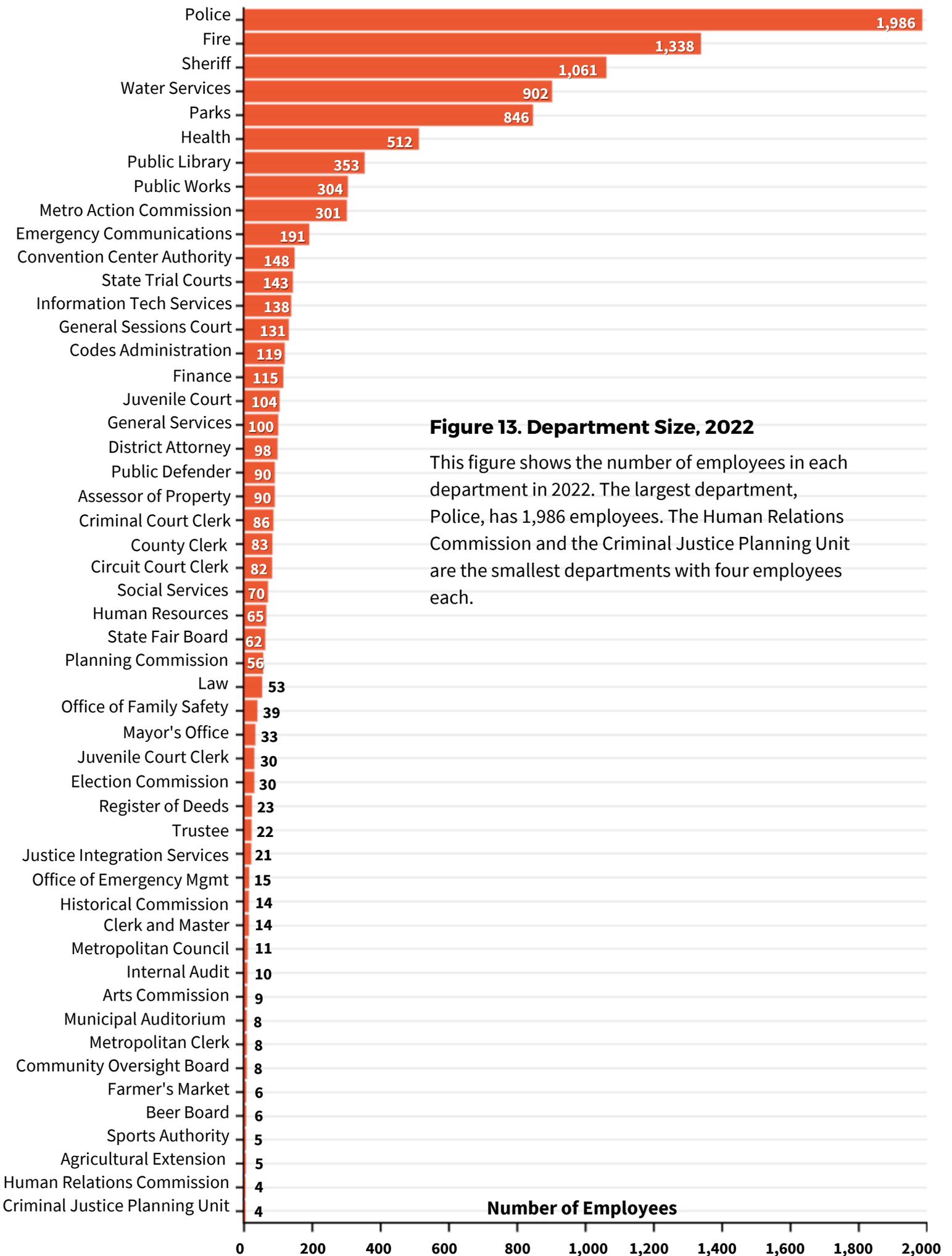


Figure 14. Employee Race by Department

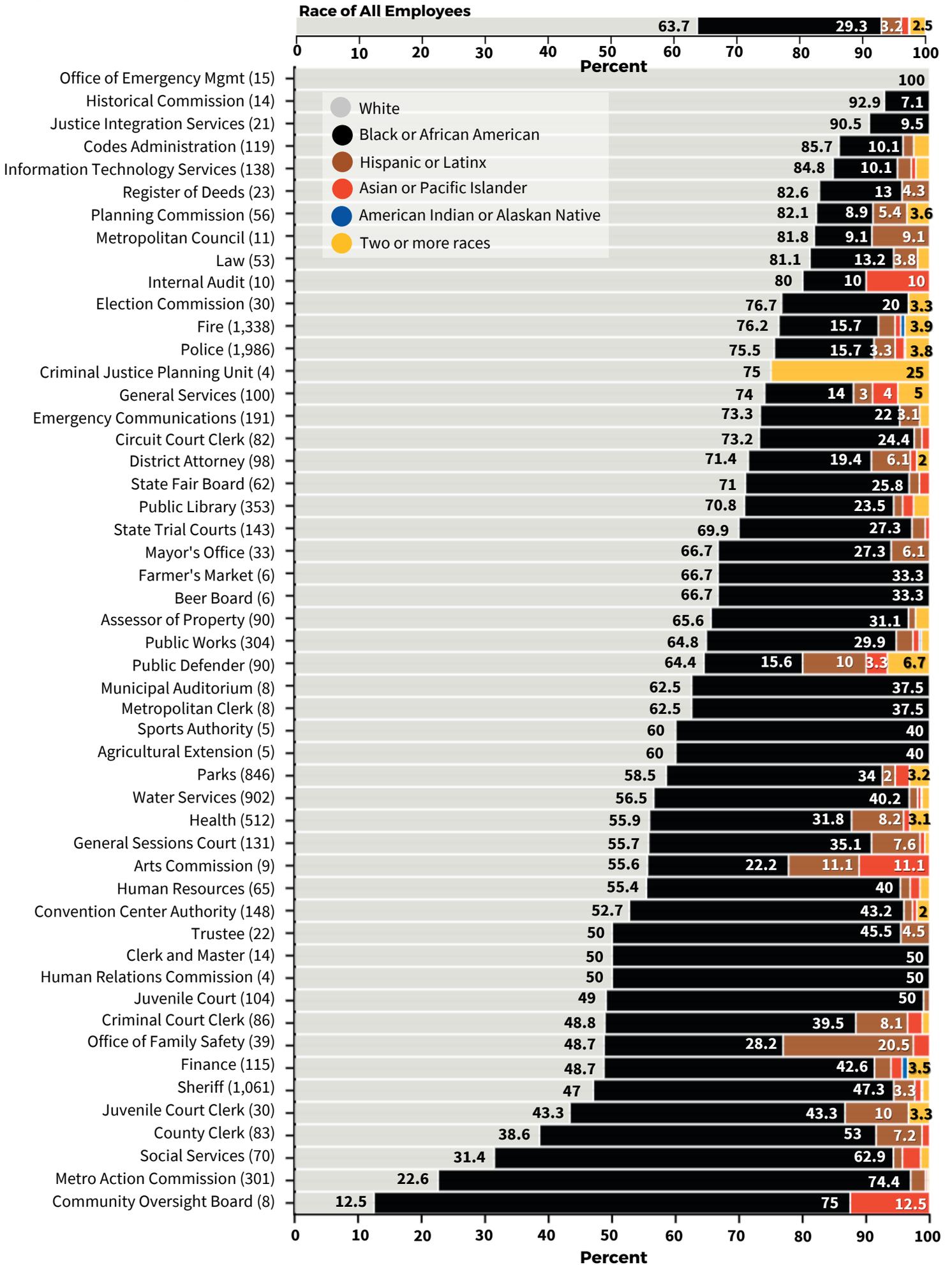


Figure 15. Employee Gender by Department, 2022

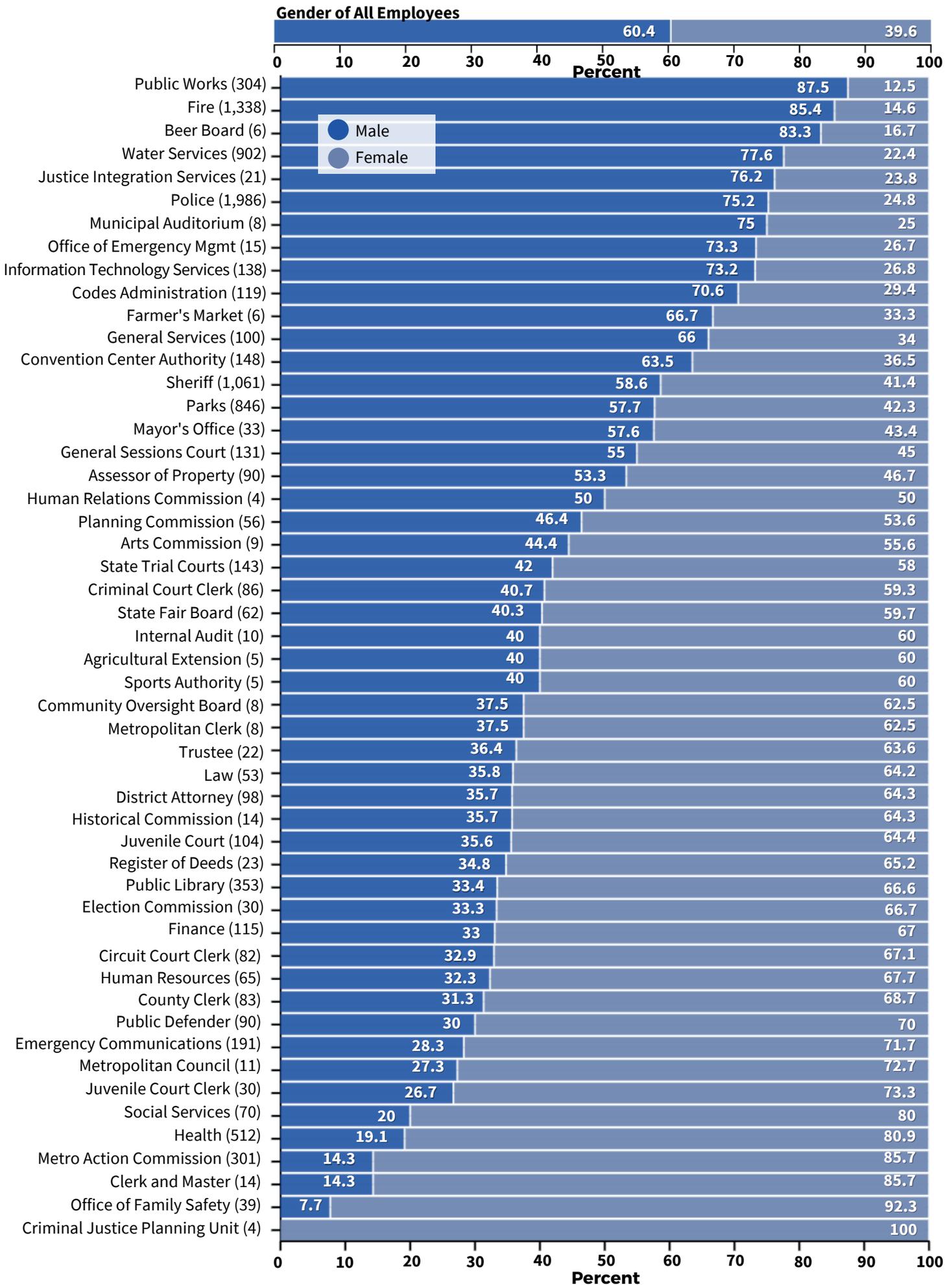
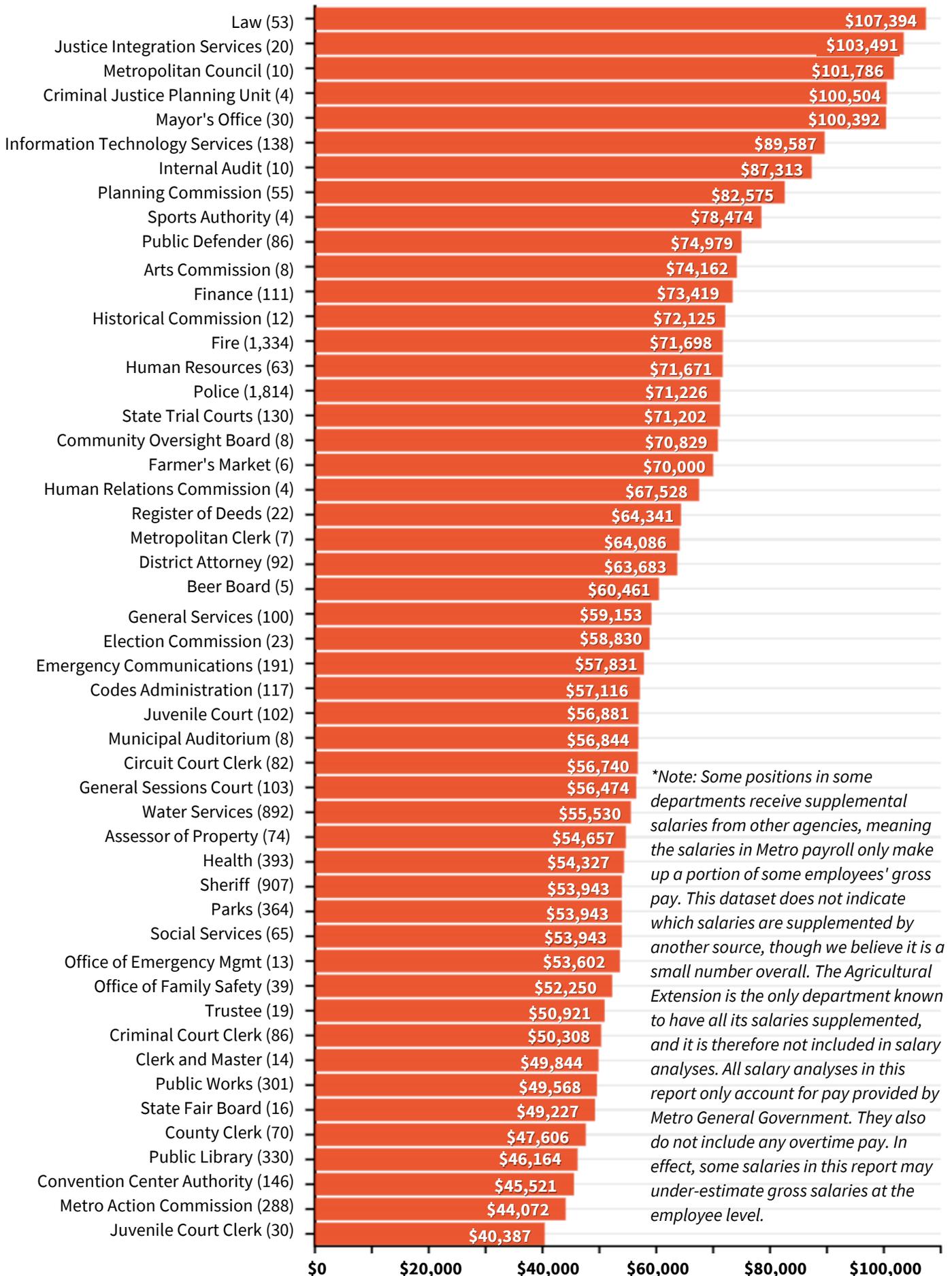


Figure 16. Median Salary of Fulltime Employees by Department, 2022



The table below provides additional salary measures of fulltime employees in each department, including median, average, lowest and highest salary. Red shading is applied to indicate which salaries are below the average in the given measure, and green indicates which salaries are above average. For example, the Juvenile Court Clerk (first row) salaries are below average for all four measures, whereas salaries in Human Resources (first row of all green shading) are above average in all four measures.

Table 7: Additional Department Salary Measures, 2022

Department (# FT Employees)	Median Salary	Average Salary	Lowest Salary	Highest Salary
Juvenile Court Clerk (30)	\$ 40,387	\$ 48,930	\$ 37,925	\$ 101,293
Metro Action Commission (288)	\$ 44,072	\$ 50,329	\$ 37,440	\$ 221,448
Convention Center Auth (146)	\$ 45,521	\$ 58,269	\$ 31,200	\$ 369,514
Public Library (330)	\$ 46,164	\$ 53,371	\$ 37,925	\$ 144,151
County Clerk (70)	\$ 47,606	\$ 52,407	\$ 38,143	\$ 108,699
State Fair Board (16)	\$ 49,227	\$ 58,178	\$ 38,013	\$ 122,985
Public Works (301)	\$ 49,568	\$ 58,775	\$ 38,013	\$ 233,349
Clerk and Master (14)	\$ 49,844	\$ 61,914	\$ 43,488	\$ 117,610
Criminal Court Clerk (86)	\$ 50,308	\$ 56,552	\$ 38,000	\$ 138,000
Trustee (19)	\$ 50,921	\$ 56,584	\$ 42,819	\$ 121,041
Office of Family Safety (39)	\$ 52,250	\$ 59,348	\$ 45,000	\$ 136,520
Office of Emergency Mgmt (13)	\$ 53,602	\$ 52,889	\$ 41,216	\$ 80,851
Social Services (65)	\$ 53,943	\$ 64,166	\$ 38,013	\$ 202,264
Parks (364)	\$ 53,943	\$ 60,026	\$ 36,702	\$ 164,545
Sheriff (907)	\$ 53,943	\$ 58,300	\$ 37,925	\$ 199,938
Health (393)	\$ 54,327	\$ 63,346	\$ 37,925	\$ 252,942
Assessor of Property (74)	\$ 54,657	\$ 64,174	\$ 40,387	\$ 134,547
Water Services (892)	\$ 55,530	\$ 62,506	\$ 38,013	\$ 273,051
General Sessions Court (103)	\$ 56,474	\$ 64,463	\$ 36,702	\$ 141,357
Circuit Court Clerk (82)	\$ 56,740	\$ 58,747	\$ 38,143	\$ 125,064
Municipal Auditorium (8)	\$ 56,844	\$ 65,219	\$ 43,647	\$ 91,490
Juvenile Court (102)	\$ 56,881	\$ 64,922	\$ 42,819	\$ 146,872
Codes Administration (117)	\$ 57,116	\$ 64,536	\$ 37,925	\$ 165,774
Emergency Communications (191)	\$ 57,831	\$ 59,922	\$ 40,024	\$ 153,334
Election Commission (23)	\$ 58,830	\$ 65,244	\$ 38,143	\$ 141,816
General Services (100)	\$ 59,153	\$ 68,500	\$ 37,925	\$ 175,681
Beer Board (5)	\$ 60,461	\$ 75,874	\$ 45,101	\$ 138,545
District Attorney (92)	\$ 63,683	\$ 74,631	\$ 40,024	\$ 180,724
Metropolitan Clerk (7)	\$ 64,086	\$ 67,505	\$ 48,436	\$ 109,623
Register of Deeds (22)	\$ 64,341	\$ 71,185	\$ 48,500	\$ 118,421
Human Relations Commission (4)	\$ 67,528	\$ 80,876	\$ 62,000	\$ 126,445
Farmer's Market (6)	\$ 70,000	\$ 69,195	\$ 38,013	\$ 101,888
State Trial Courts (130)	\$ 71,202	\$ 70,634	\$ 34,617	\$ 183,826
Community Oversight Board (8)	\$ 70,829	\$ 82,102	\$ 47,597	\$ 159,816
Police (1,814)	\$ 71,226	\$ 74,273	\$ 37,925	\$ 243,257
Human Resources (63)	\$ 71,671	\$ 78,804	\$ 45,101	\$ 175,046
Fire (1,334)	\$ 71,698	\$ 73,486	\$ 40,024	\$ 224,882
Historical Commission (12)	\$ 72,125	\$ 76,434	\$ 57,306	\$ 119,887
Finance (111)	\$ 73,419	\$ 86,239	\$ 43,647	\$ 227,288
Arts Commission (8)	\$ 74,162	\$ 81,505	\$ 40,024	\$ 165,000
Public Defender (86)	\$ 74,979	\$ 78,203	\$ 43,647	\$ 143,182
Sports Authority (4)	\$ 78,474	\$ 88,950	\$ 52,575	\$ 146,276
Planning Commission (55)	\$ 82,575	\$ 90,789	\$ 46,694	\$ 230,363
Internal Audit (10)	\$ 87,313	\$ 93,358	\$ 54,620	\$ 179,837
Information Technology (138)	\$ 89,587	\$ 95,153	\$ 47,597	\$ 209,076
Mayor's Office (30)	\$ 100,392	\$ 114,907	\$ 38,563	\$ 193,108
Criminal Justice Planning Unit (4)	\$ 100,504	\$ 103,834	\$ 67,542	\$ 146,785
Metropolitan Council (10)	\$ 101,782	\$ 97,056	\$ 50,500	\$ 198,550
Justice Integration Services (20)	\$ 103,491	\$ 100,649	\$ 57,895	\$ 148,294
Law (53)	\$ 107,394	\$ 108,483	\$ 50,921	\$ 211,339

EEO CLASSIFICATION

Equal Employment Opportunity (EEO) categories are standardized classifications according to the duties of a specific job. Because departments are composed of many types of roles, it is instructive to look at the race, gender and salaries within these classifications. This section includes the following:

- Employee Count by EEO Category, 2022
- Race of each EEO Category, 2022
- Gender of each EEO Category, 2022
- Average Salary of Fulltime Employees in each EEO Category, 2022

The lists below provides the most common job titles for each of the eight EEO categories in 2022. The abbreviations are those as used in the original data.

Administrative Support

Office Support Spec, Emer
Telecommunications Off, Teacher Asst, Office
Support Rep, Admin Asst, Police Operations
Coord, Concessions Clerk, Deputy Criminal Ct
Clerk, Sheriff Prisoner Processor

37 departments have this classification

Officials and Administrators

Admin Svcs Mgr, Information Systems
Advisor, Finance Mgr, Program Mgr, Appraiser,
Finance Admin, Property Stan Insp, Fire
Inspector, Director

47 departments have this classification

Para-Professionals

Recreation Leader, Circulation Assistant,
Library Associate, Application Tech, Library
Page, PF& Comm Engagement Adv, Paralegal

15 departments have this classification

Professionals

Fire Captain, Technical Specialist, Admin Svcs
Officer, Public Health Nurse, Police
Lieutenant, DCSO Facility Officer, Program
Spec, Fire District Chief, Headstart Teacher,
Assistance Public Defender, Probation Officer

50 departments have this classification

Protective Service Workers

Police Officer, Fire Fighter, Correctional
Officer, School Crossing Guard, Police Officer
Trainee, Security Officer, Judicial Asst, Fire
Recruit, Warrant Officer

14 departments have this classification

Service Maintenance

Maintenance & Repair Worker, Equipment
Operator, Seasonal Worker, Custodian,
Sports official, Sanitation Worker, Bus
Driver, Customer Service Field Rep

22 departments have this classification

Skilled Craft Workers

Treatment Plant Tech, Indust Tech Master,
Indust Mechanic, Treatment Plan Shift
Operator, Equip Mechanic

11 departments have this classification

Technicians

Police Sergeant, Paramedic, Fire Engineer,
Advanced Emergency Med Tech, Fire
Fighter/Paramedic, Utility Maintenance Tech,
Utility Field Tech, Utility Maintenance Tech Sr

13 departments have this classification

Figure 17. Employee Count by EEO Categories, 2022

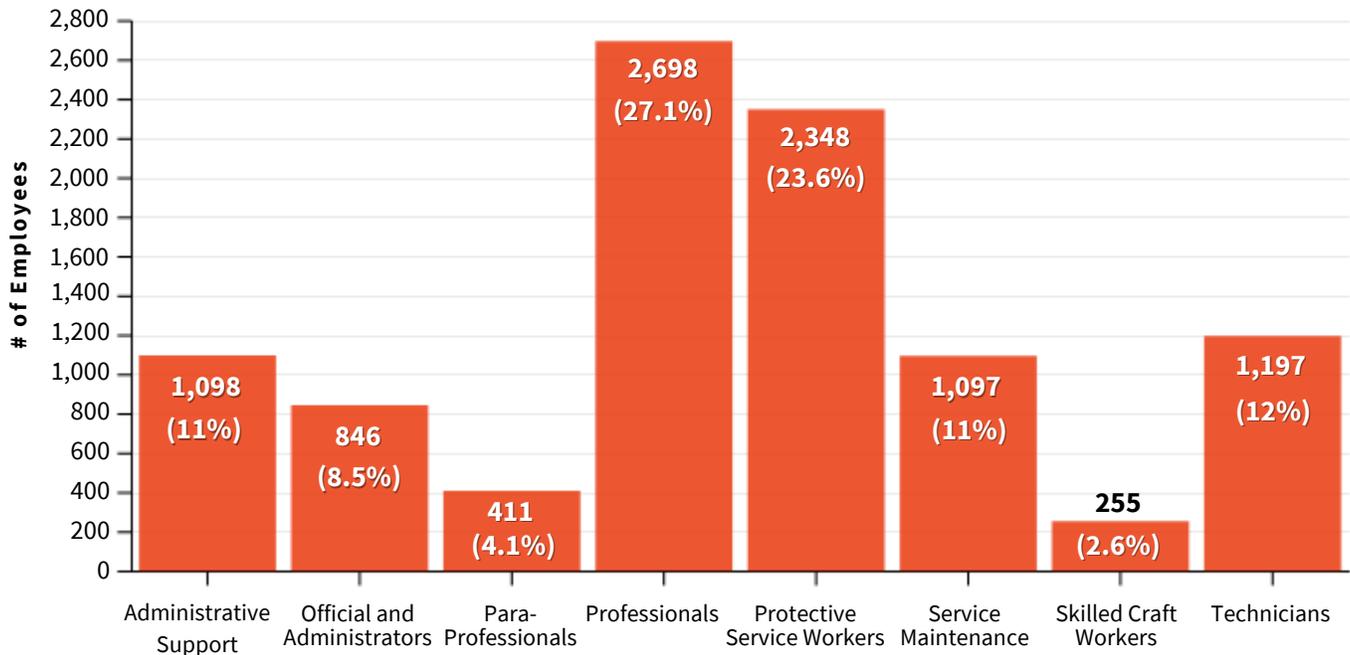


Figure 17 shows the number of employees in each EEO category in 2022. The largest, Professionals, accounts for about 27% of the workforce and has employees across 50 departments. The second largest, Protective Service Workers, are in 14 departments and account for just under 25% of employees. Technicians, Administrative Support and Service Maintenance are the next largest groups. Officials and Administrators only make up about 8.5% of employees, but those roles are present in 47 departments.

Figures 18 and 19 compare the race and gender composition of each category. Three categories are overrepresented by both White and male employees -- Officials and Administrators, Skilled Craft Workers and Technicians. Males are over-represented in Protective Service Workers and Service Maintenance categories. Females are overrepresented in Administrative Support, Para-Professionals, and Professionals categories. Black or African American employees are over-represented in Administrative Support, Para-Professionals, and Service Maintenance roles. Hispanic or Latinx employees are most represented in Administrative Support, Para-Professionals, and Skilled Craft Worker roles.

Lastly, Figure 20 compares the annual average salary of full time employees across these eight categories. Officials and Administrators significantly outpace others at \$105,810, followed by Professionals at \$72,634 and Technicians at \$70,479. Administrative Support, Para-Professionals and Service Maintenance employees have the lowest average salaries, with all three between \$45,000 and \$50,000 annually.

Figure 18. Race of each EEO Category, 2022

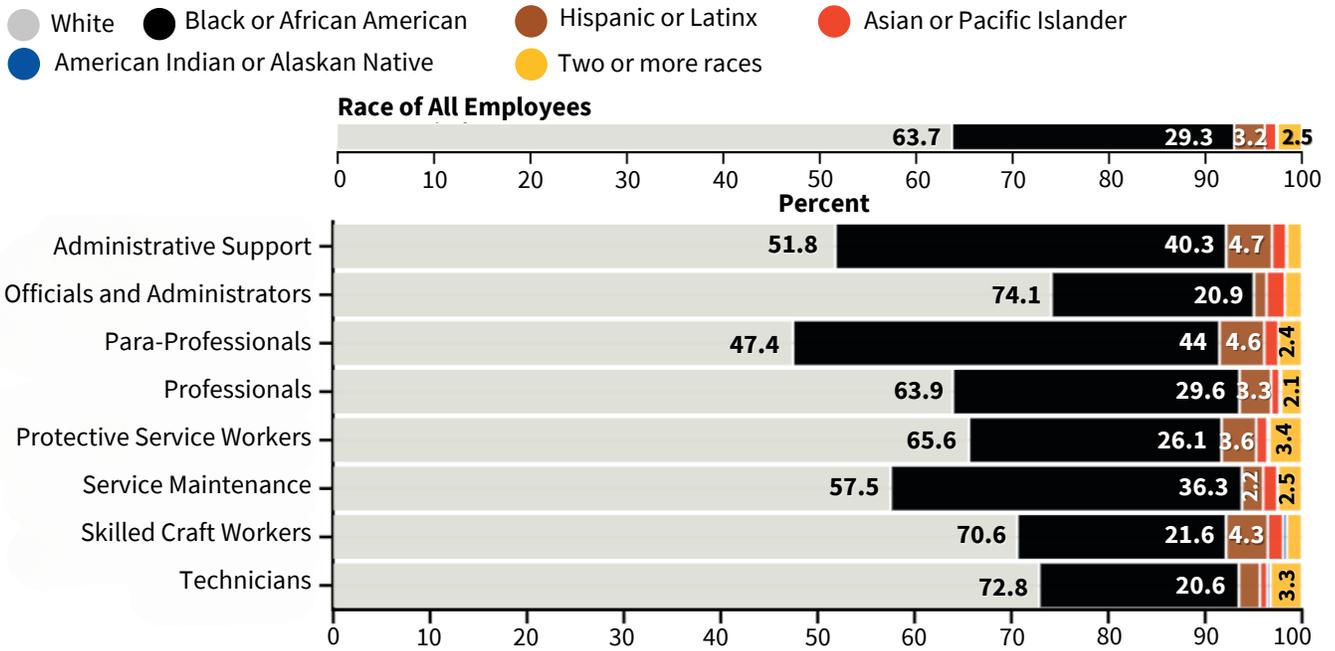


Figure 19. Gender of each EEO Category, 2022

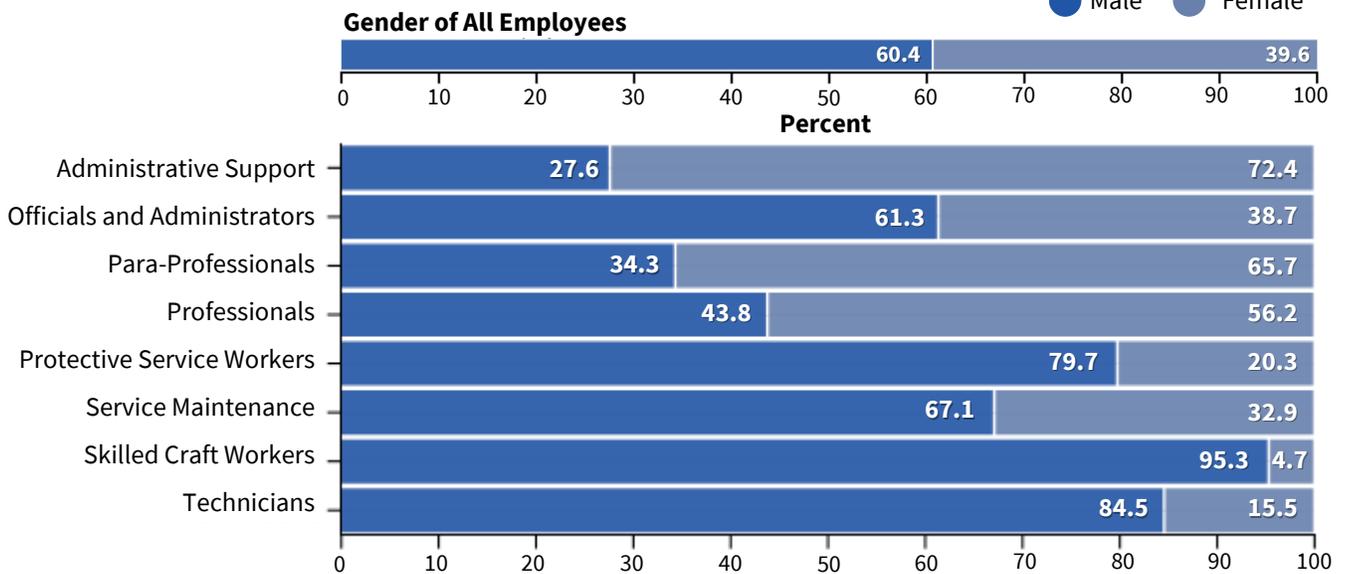
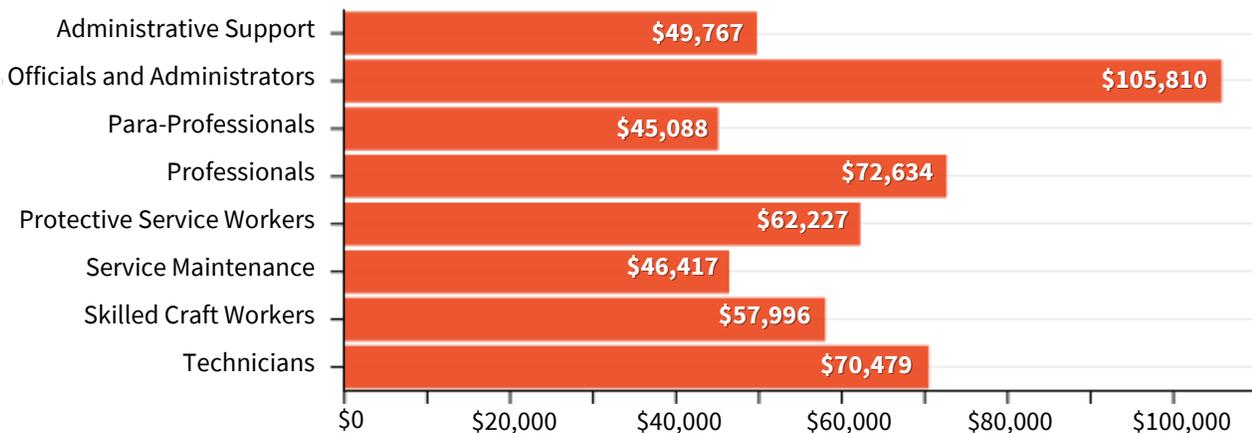


Figure 20. Average Salary of Fulltime Employees of EEO Category, 2022



COUNTY RESIDENCE

Employees' county of residence is available from 2017-2022. We provide a county level map of the state to show a spatial representation of where employees live in the region. Only Tennessee is included, although there were employees who live out of state in each year the data are available. Other analyses label residents as "Non-Davidson County," which includes any location that is not Davidson County.

This section includes the following:

- Employee Residence by County (Map), 2022
- Change in Davidson County Residency over Time by Race, 2017-2022
- Change in Davidson County Residency over Time by Salary, 2017-2022

The map below shows where the 9,952 employees declare their county of residence in 2022. The darker the color, the greater number of employees live in that county. There are 5,254 employees who live in Davidson County, or just over half (53%). The series of charts that follow look at how this has changed over time as a whole and by race and salary.

Figure 21. Employee Residence by County, 2022

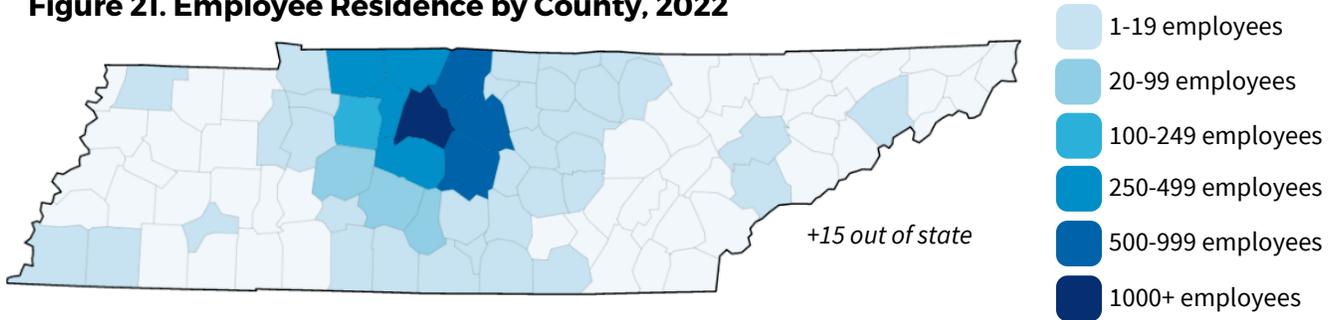
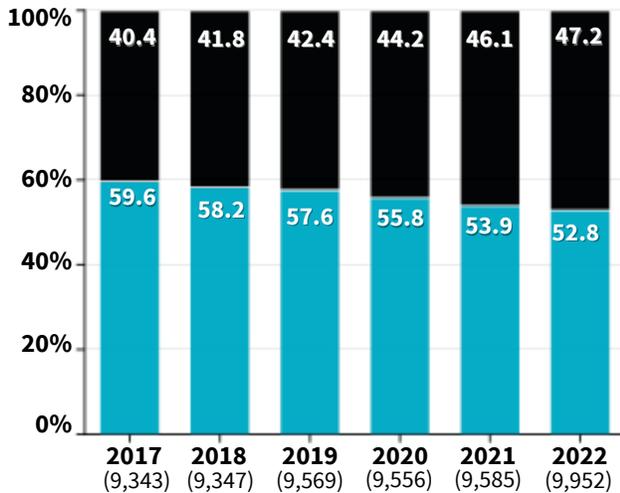


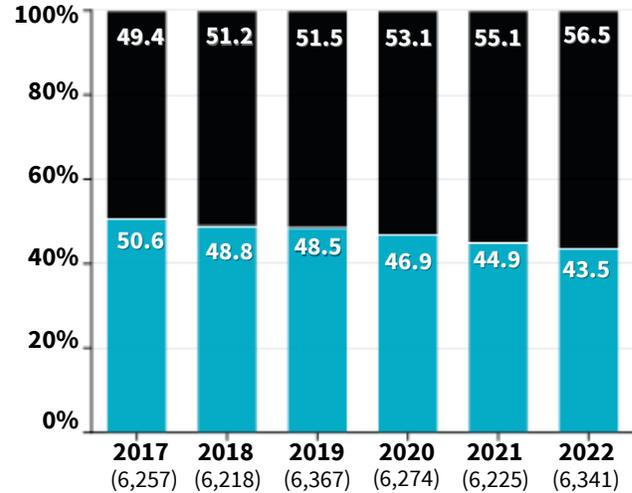
Figure 22. Change in Davidson County Residency over Time by Race, 2017-2022

● Davidson County Residents ● Non-Davidson County Residents

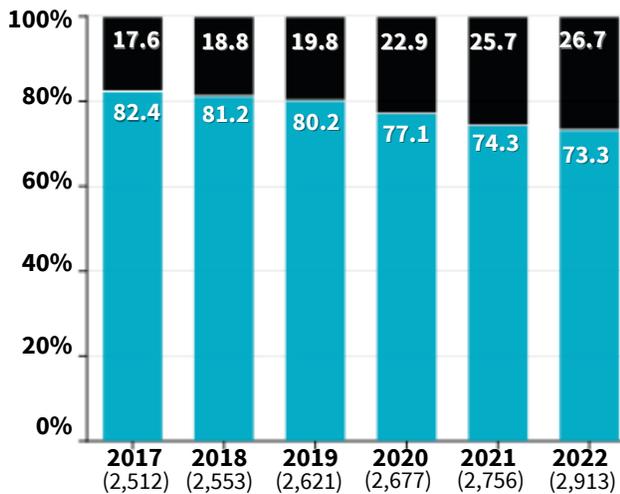
All Employees



White Employees



Black Employees



Hispanic Employees

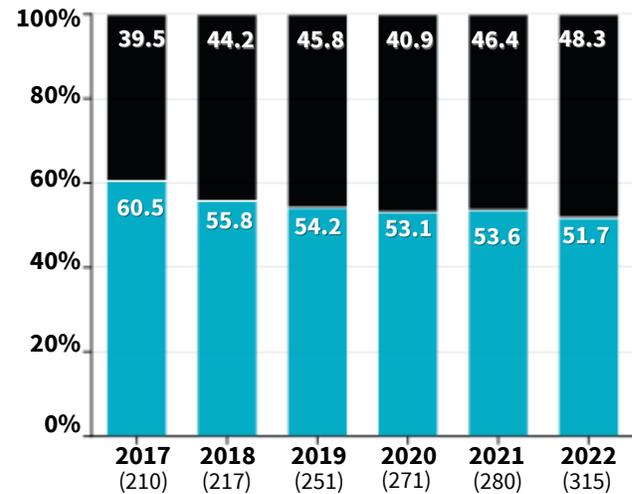


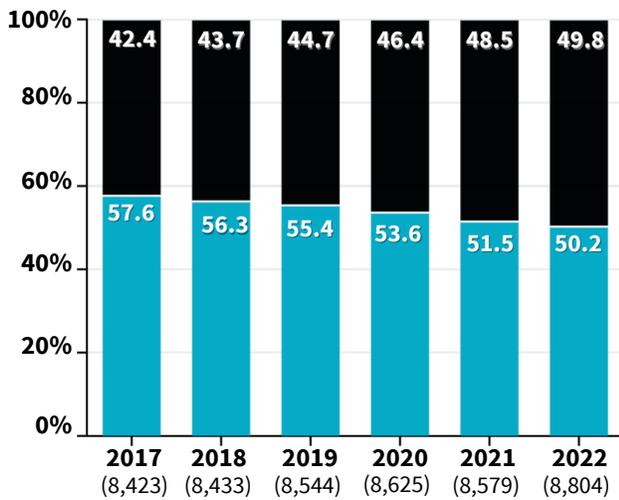
Figure 22 shows trends for all employees and specifically for White, Black, and Hispanic employees. The percentage of employees who live in Davidson County has declined each year, from 59.6% in 2017 to 52.8% in 2022. Greater percentages of Black and Hispanic employees live in the county compared to White employees, but those overall percentages are declining as well. The number of employees is noted below each year. It is beyond the scope of this analysis to determine how factors like new hiring, attrition, and/or employees who move in or out of the county interact to result in these changes.

Figure 23 shows change of fulltime employees by salary. Employees with salaries under \$50,000 live in Davidson County at higher percentages, although it is overall declining. While we do see an unusual increase in Davidson County residency from 2021 to 2022, the number of employees in this income category dropped by 500, which may explain the change in that year. In-county residency among employees who earn between \$50,000-\$99,999 is steadily declining, and has the highest percentages of non-Davidson County residents each year. The most dramatic change is among employees with salaries over \$100,000, down from 69.5% in-county in 2017 to 49.5% in 2022. The number of employees in this category has more than doubled.

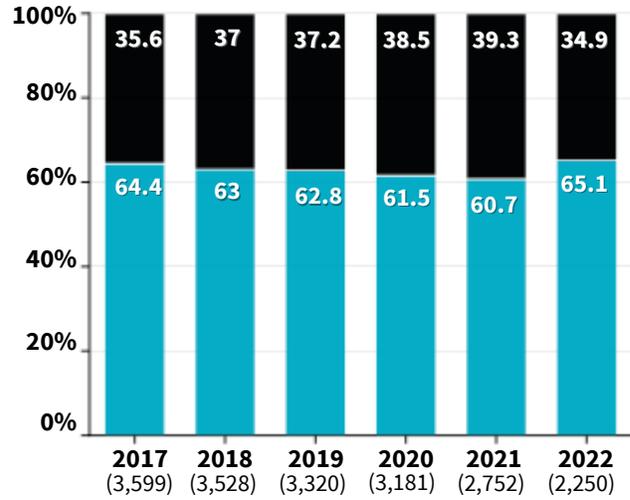
Figure 23. Change in Davidson County Residency over Time by Salary, 2017-2022

● Davidson County Residents ● Non-Davidson County Residents

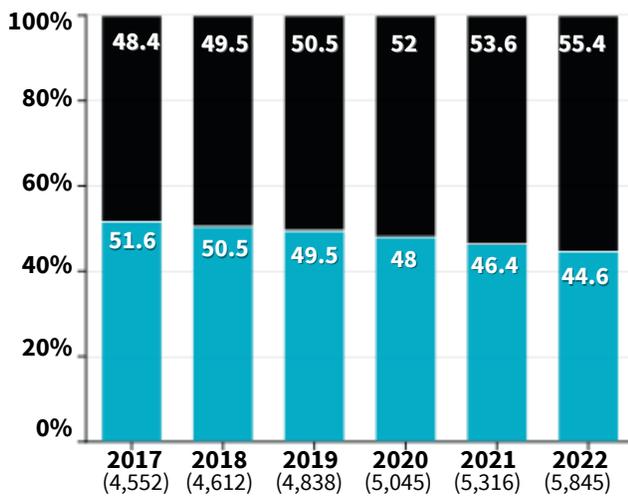
All Fulltime Employees



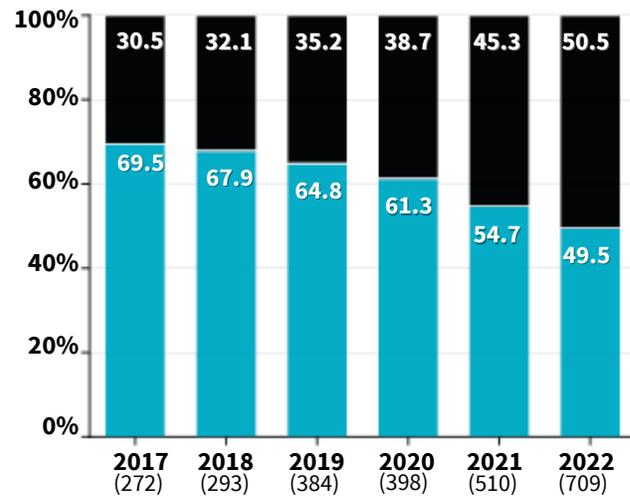
Fulltime Employees, <\$50,000



Fulltime Employees, \$50,000-\$99,999



Fulltime Employees, \$100,000+



TAKE AWAYS

IncluCivics 2023 provides a detailed look at the Metro General Government workforce, inclusive of 51 departments and nearly 10,000 employees. Eight years of data show increases in the number of some gender and racial minorities over time and general increased salaries for all, but there are stark differences that show gender and racial pay inequities. We pose the following as areas as those we believe require further research, deliberation and action in order for Metro to continuously make progress toward setting an example and standard as an equitable major employer in the community.

The number of Hispanic and Latinx employees is not increasing proportionate to the city's growth. This is the fastest growing demographic in the city, yet only 3% of our employees are Hispanic or Latinx. Inquiry as to the causes -- be it issues of language access, hiring bias, work authorization, knowledge of opportunities or other factors -- should direct action toward hiring for greater representation.

Analysis of attrition and promotion may provide important insights. It is not possible to analyze employee turnover or promotion from the currently available open datasets. Analyses of employees who leave, whether voluntary or involuntary, may show patterns about certain demographic groups who have different trajectories, employment tenure and/or experiences. Data showing employee changes via movement along pay scales and/or titles and promotions are also important to capture in determining why some groups do better than others.

Data collection should be inclusive of more gender, race and ethnic identities. The gender binary of male or female is not representative of the gender identities of all employees, including transgender males, transgender females, non-binary individuals and others. Similarly, the limited options of six race/ethnicity categories are likely missing a diversity of racial identities. It is possible that we are overinflating the number of White and Black/African American employees without having more options. For example, people of Middle Eastern descent may be classified as White, or Black immigrants may be classified as a singular "Black or African American" category. Since our analysis is based on only one longitudinal dataset, we acknowledge that HR may have other data on gender and racial identity in other formats, and if so, we encourage open discussion to follow up on this. This data collection and transparency is important in making policy decisions that best support the workforce (i.e., healthcare and benefits policy, training needs, etc.) and toward monitoring Metro's commitment to representation and equity in all practices.

Fewer employees are living in Davidson County. What is the significance of this for our workforce and city? Driven by possible combinations of increased costs of living, displacement, flexible work accommodations, hiring practices and individual choices to leave the county, employees are living in nearby counties at higher percentages. As the rise of living outside Davidson County continues, what impacts might this have on employees and Metro services?

Metro's leaders and policy makers have made commitments to diversity, equity and inclusion in everything we do. We hope this IncluCivics update, these areas for inquiry and future conversations help continuously move policy, programmatic and other actions toward improving the working conditions and diversity of our workforce.

Appendices: 1) Elected officials, 2) Statistical tables, 3) Detailed department profiles

Appendix 1: Elected Officials Excluded from Analyses

The following Metro employees who hold elected office were excluded from this report, given they were elected through a democratic voting process and not hired through traditional hiring practices. The departments, titles and a simple demographic table are below.

Department	Title
Assessor of Property	Assessor of Property
Circuit Court Clerk	Circuit Court Clerk
Clerk and Master	Clerk and Master
County Clerk	County Court Clerk
Criminal Court Clerk	Criminal Court Clerk
District Attorney	District Attorney General
General Sessions Court	General Sessions Judge
Juvenile Court	Juvenile Court Judge
Juvenile Court Clerk	Juvenile Court Clerk
Mayor's Office	Mayor
Metropolitan Council	Council Member Vice Mayor
Public Defender	Public Defender
Register of Deeds	Register
Sheriff	Sheriff
Trustee	Trustee

Elected Officials (n=64)	#	%
Race		
White	38	59.4
Black or African American	23	35.9
Hispanic or Latino	2	3.1
Two or more races	1	1.6
Gender		
Male	32	50
Female	32	50
Age		
30-34 years	2	3.1
35-39 years	4	6.3
40-44 years	7	10.9
45-49 years	8	12.5
50-54 years	11	17.2
55-59 years	11	17.2
60-64 years	6	9.4
65-69 years	11	17.2
70-74 years	3	4.7
75-79 years	1	1.6

Appendix 2: Statistical Tables

Differences in Salaries of All Fulltime Employees by Race, 2022

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>Black or African American</i>
Mean	70703.73401	59546.80069
Variance	630984119.1	512579894.6
Observations	5670	2486
Pooled Variance	594899437	
Hypothesized Mean Difference	0	
df	8154	
t Stat	19.01632284	
P(T<=t) one-tail	3.13701E-79	
t Critical one-tail	1.645040522	
P(T<=t) two-tail	6.27402E-79	
t Critical two-tail	1.96025496	

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>Hispanic or Latino</i>
Mean	70703.73401	58588.59197
Variance	630984119.1	355351742.9
Observations	5670	295
Pooled Variance	617394328.9	
Hypothesized Mean Difference	0	
df	5963	
t Stat	8.164780353	
P(T<=t) one-tail	1.94792E-16	
t Critical one-tail	1.645109204	
P(T<=t) two-tail	3.89583E-16	
t Critical two-tail	1.960361896	

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>Asian or Pacific Islander</i>
Mean	70703.73401	69266.2401
Variance	630984119.1	592341532.9
Observations	5670	101
Pooled Variance	630314287.5	
Hypothesized Mean Difference	0	
df	5769	
t Stat	0.570366642	
P(T<=t) one-tail	0.284225631	
t Critical one-tail	1.6451178	
P(T<=t) two-tail	0.568451262	
t Critical two-tail	1.960375279	

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>Two or More Races</i>
Mean	70703.73401	66010.74706
Variance	630984119.1	398901616.5
Observations	5670	221
Pooled Variance	622314030.7	
Hypothesized Mean Difference	0	
df	5889	
t Stat	2.743706837	
P(T<=t) one-tail	0.003046685	
t Critical one-tail	1.645112416	
P(T<=t) two-tail	0.006093369	
t Critical two-tail	1.960366897	

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>American Indian or Alaskan Native</i>
Mean	70703.73401	67401.11313
Variance	630984119.1	156401095.9
Observations	5670	16
Pooled Variance	629731700.8	
Hypothesized Mean Difference	0	
df	5684	
t Stat	0.52568918	
P(T<=t) one-tail	0.299562345	
t Critical one-tail	1.645121751	
P(T<=t) two-tail	0.59912469	
t Critical two-tail	1.960381431	

Differences in Starting Salaries of All Fulltime Employees by Race, 2022

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>Black or African American</i>
Mean	52301.8992	46941.17808
Variance	365343768	251645011.6
Observations	543	349
Pooled Variance	320886277	
Hypothesized Mean Difference	0	
df	890	
t Stat	4.36192149	
P(T<=t) one-tail	7.2004E-06	
t Critical one-tail	1.64656752	
P(T<=t) two-tail	1.4401E-05	
t Critical two-tail	1.96263302	

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>Hispanic or Latino</i>
Mean	52301.8992	50947.4832
Variance	365343768	139267367.9
Observations	543	50
Pooled Variance	346599701	
Hypothesized Mean Difference	0	
df	591	
t Stat	0.49226114	
P(T<=t) one-tail	0.31135878	
t Critical one-tail	1.64743599	
P(T<=t) two-tail	0.62271755	
t Critical two-tail	1.96398607	

t-Test: Two-Sample Assuming Unequal Variances

	<i>White</i>	<i>Asian or Pacific Islander</i>
Mean	52301.8992	64402.1287
Variance	365343768	881972988.3
Observations	543	23
Hypothesized Mean Difference	0	
df	23	
t Stat	-1.93710378	
P(T<=t) one-tail	0.03255498	
t Critical one-tail	1.71387153	
P(T<=t) two-tail	0.06510996	
t Critical two-tail	2.06865761	

t-Test: Two-Sample Assuming Equal Variances

	<i>White</i>	<i>Two or More Races</i>
Mean	52301.8992	47150.75886
Variance	365343768	68776621.3
Observations	543	44
Pooled Variance	343544816	
Hypothesized Mean Difference	0	
df	585	
t Stat	1.77304144	
P(T<=t) one-tail	0.03837105	
t Critical one-tail	1.64746252	
P(T<=t) two-tail	0.07674211	
t Critical two-tail	1.96402741	

Differences in Salaries of all Fulltime Employees by Gender, 2022

t-Test: Two-Sample Assuming Equal Variances

	<i>Males, all</i>	<i>Females, all</i>
Mean	69104.16951	63473.12788
Variance	581214449.9	632939640.3
Observations	5506	3283
Pooled Variance	600534135.2	
Hypothesized Mean Difference	0	
df	8787	
t Stat	10.42086337	
P(T<=t) one-tail	1.39734E-25	
t Critical one-tail	1.645027057	
P(T<=t) two-tail	2.79468E-25	
t Critical two-tail	1.960233996	

t-Test: Two-Sample Assuming Equal Variances

	<i>Males, Starting Salary</i>	<i>Females, Starting Salary</i>
Mean	50647.32354	50170.37064
Variance	340421571.3	303145922.6
Observations	553	456
Pooled Variance	323579048.8	
Hypothesized Mean Difference	0	
df	1007	
t Stat	0.419164707	
P(T<=t) one-tail	0.33759258	
t Critical one-tail	1.646368205	
P(T<=t) two-tail	0.675185159	
t Critical two-tail	1.962322551	

Appendix 3: Department Profiles

The remaining pages provide individual profiles for each department in 2022. They include the following:

- Number and percent of male and female employees
- Average years of employment for fulltime employees by gender
- Race of employees
- Director profile including: title, race, gender, age range, years of employment and annual salary. Directors are identified by employees with DP ("Director Pay") on the pay scale and/or an Executive Director title.
- Number of employees by status (full time, part time, seasonal, and/or pool)
- Age distribution by gender
- Salary distribution
- County of residence map

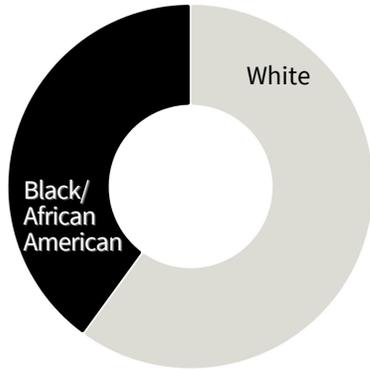
AGRICULTURAL EXTENSION, 2022

40% Male (2)

60% Female (3)

7.5 Average years of employment, **fulltime male**

10 Average years of employment, **fulltime female**



Director



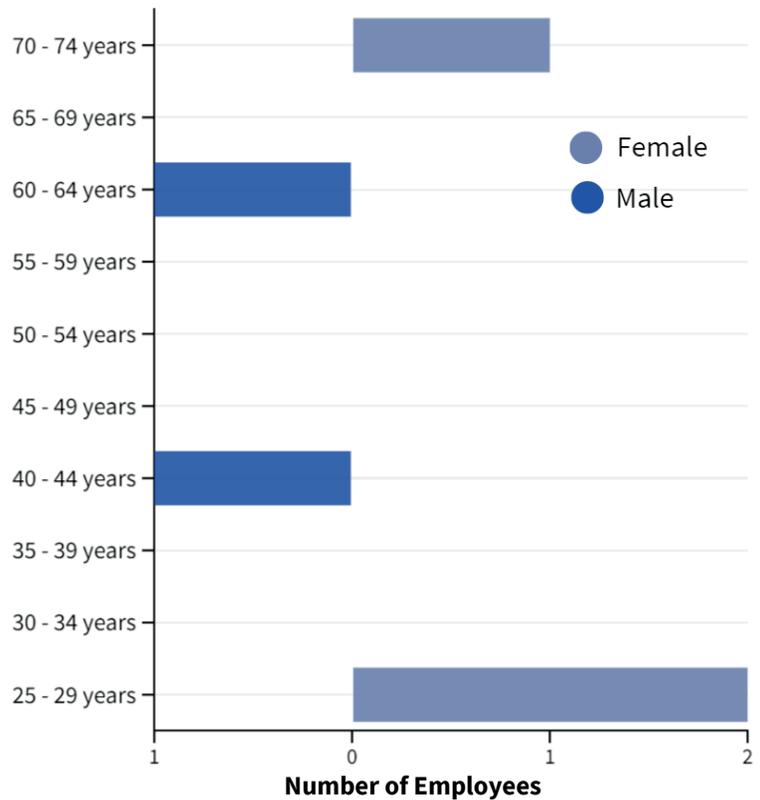
- Director
- Black/African American
- Female
- Age: 25-29
- Years of Employment: 6
- Salary: n/a

Status	# of Employees
Full Time	5
TOTAL	5

Salary Distribution

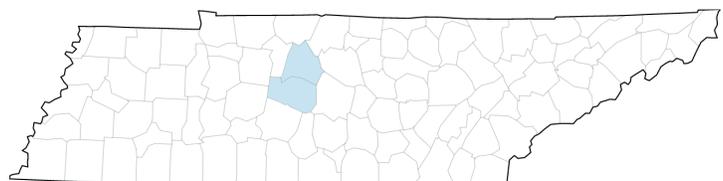
A salary distribution is not provided for Agricultural Extension employees because all salaries in this department are significant subsidized by a state agency, and therefore do not fit these analyses for comparative purposes.

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



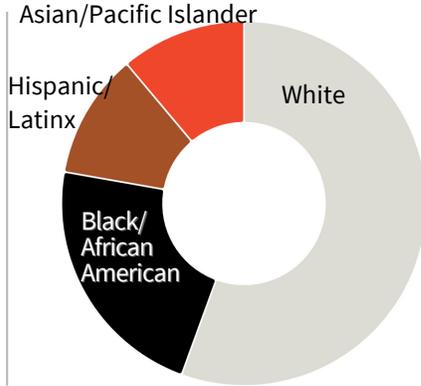
ARTS COMMISSION, 2022

44% Male (4)

56% Female (5)

5.5 Average years of employment, **fulltime male**

8.3 Average years of employment, **fulltime female**



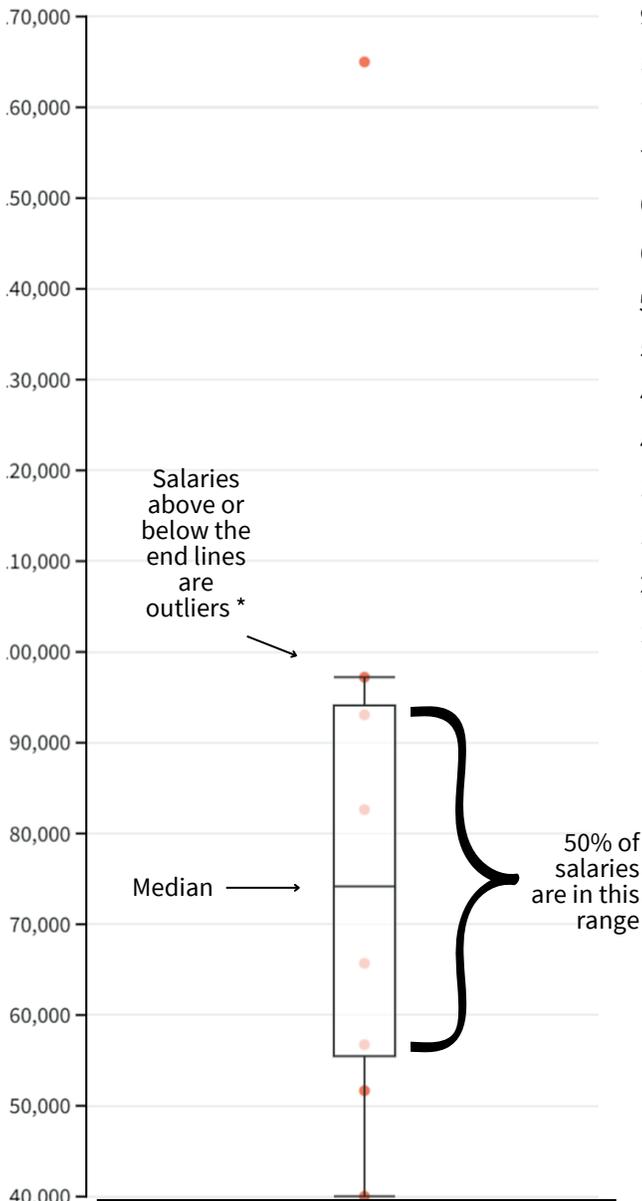
Director



- Executive Director
- Asian/Pacific Islander
- Male
- Age: 50-54
- Years of Employment: 1
- Salary: \$165,000

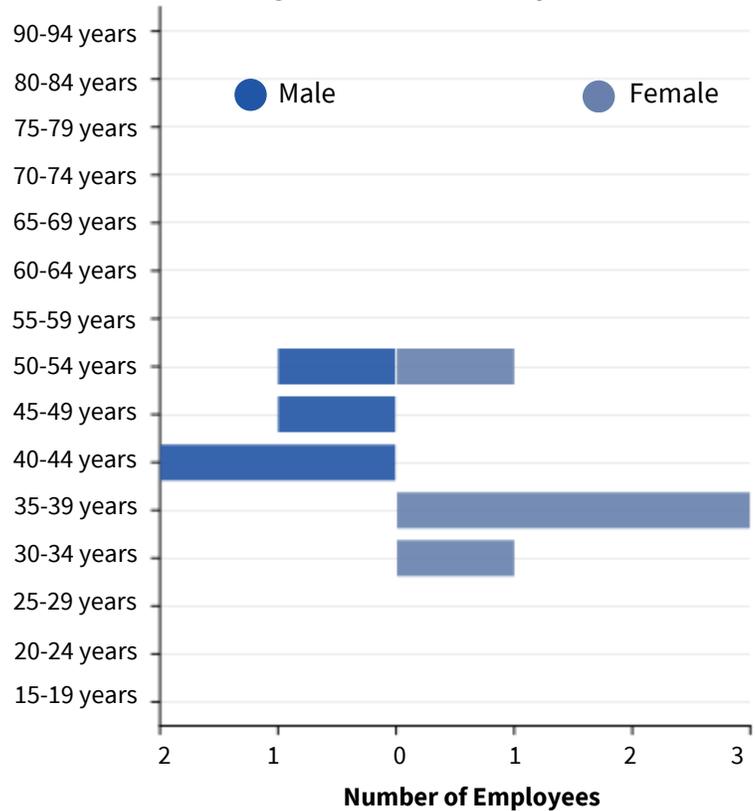
Status	# of Employees
Full Time	8
Part Time	1
TOTAL	9

Salary Distribution, FT Employees



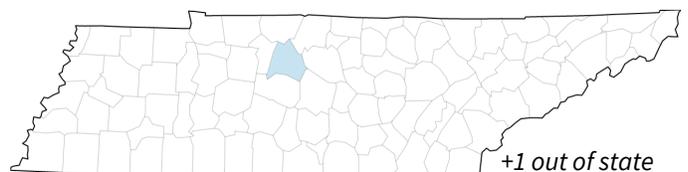
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



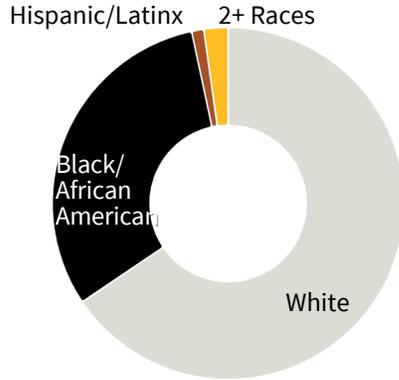
ASSESSOR OF PROPERTY, 2022

53% Male (48)

47% Female (42)

10.9 Average years of employment, **fulltime male**

11.8 Average years of employment, **fulltime female**



Director

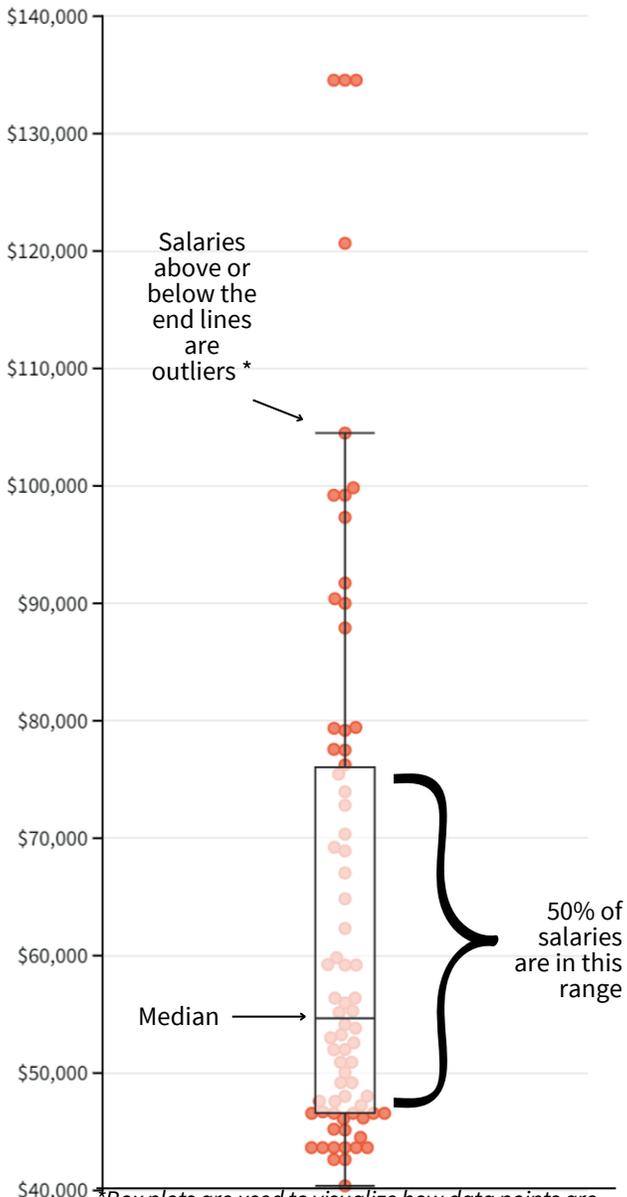
Elected Official



- Assessor
- Black/African American
- Female
- Age: 60-64
- Years of Employment: 7
- Salary: \$157,573

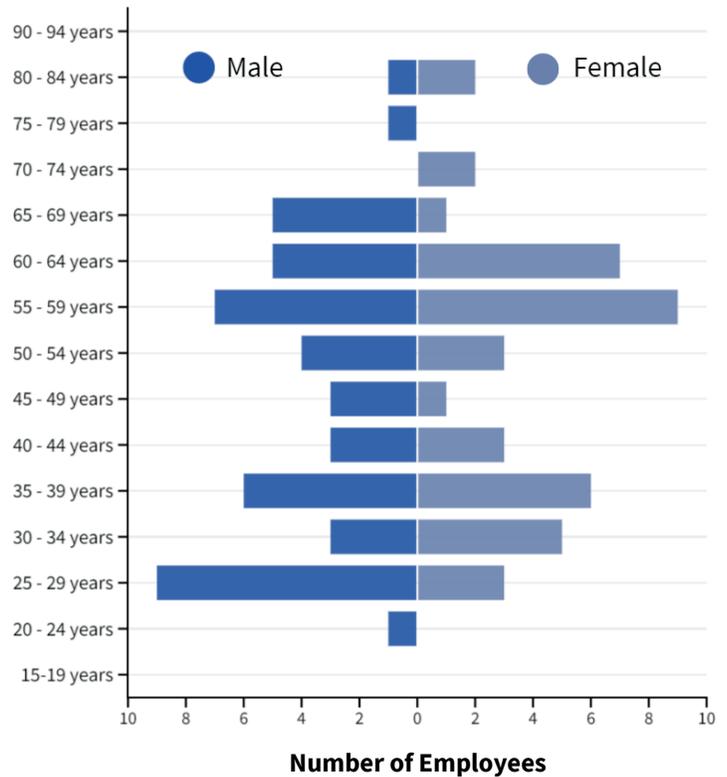
Status	# of Employees
Full Time	74
Part Time	6
Seasonal	10
TOTAL	90

Salary Distribution, FT Employees



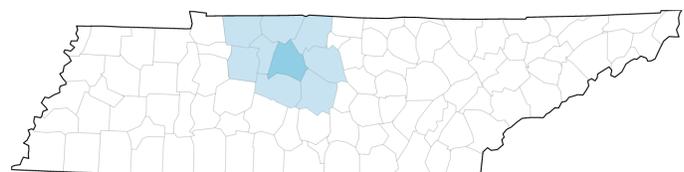
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



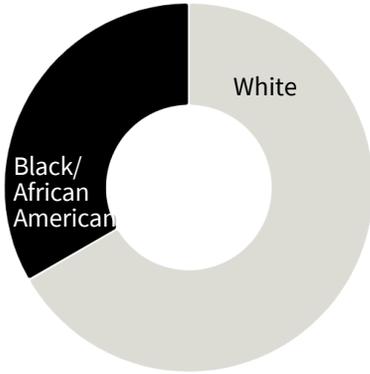
BEER BOARD, 2022

83% Male (5)

17% Female (1)

9.3 Average years of employment, **fulltime male**

5 Average years of employment, **fulltime female**



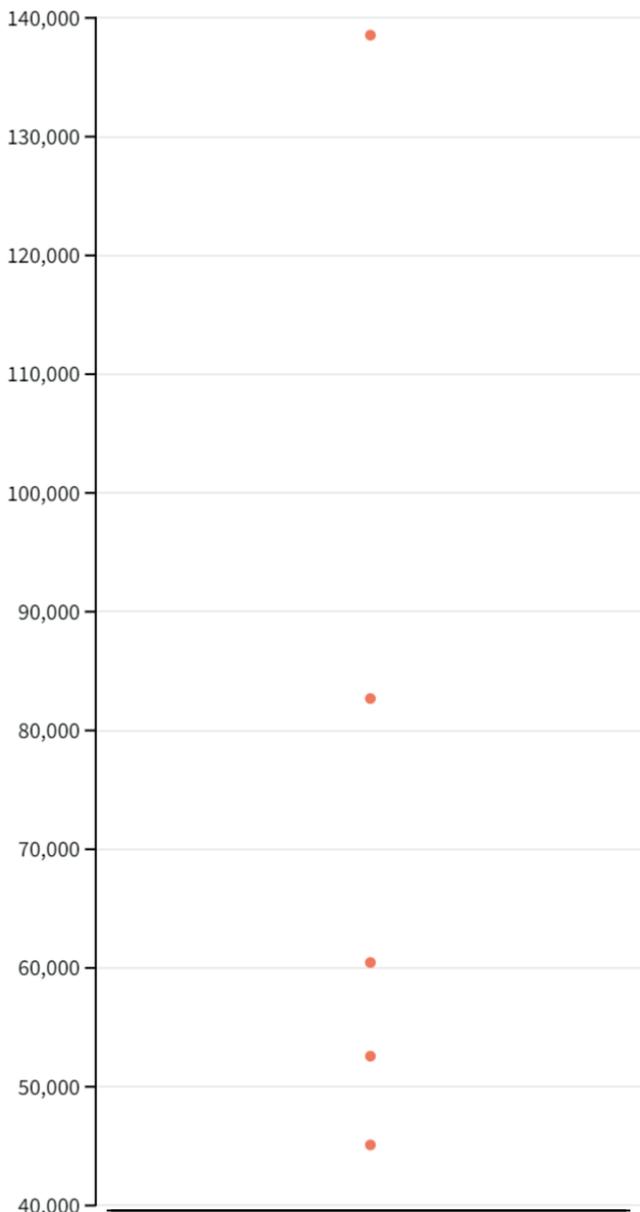
Director



- Executive Director
- White
- Male
- Age: 40-44
- Years of Employment: 6
- Salary: \$138,545

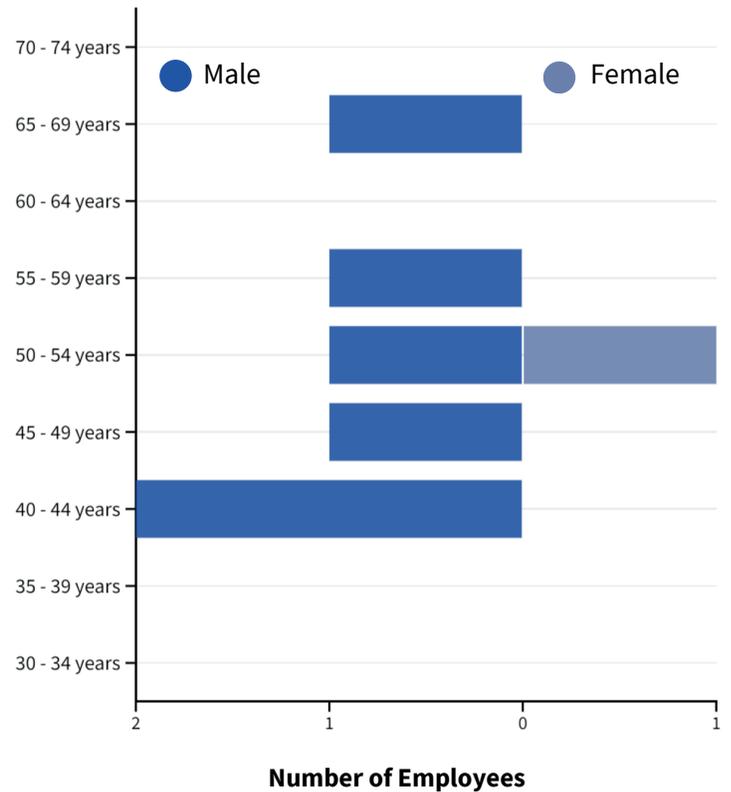
Status	# of Employees
Full Time	5
Part Time	1
TOTAL	6

Salary Distribution, FT Employees



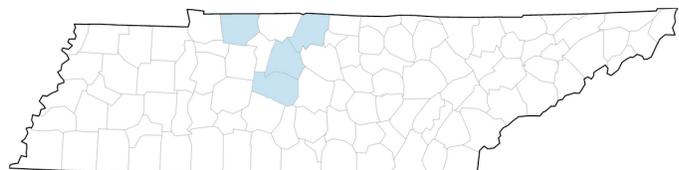
Scatter data points alone are provided when the count is fewer than six data points.

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



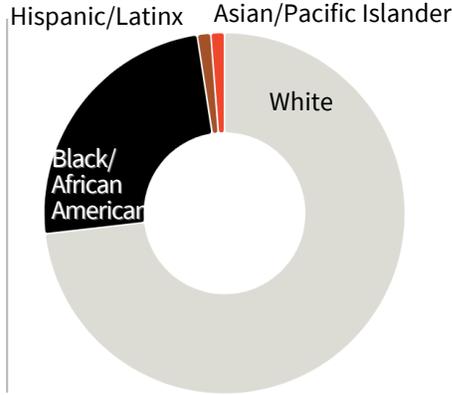
CIRCUIT COURT CLERK, 2022

33% Male (27)

67% Female (55)

15.5 Average years of employment, **fulltime male**

16.8 Average years of employment, **fulltime female**



Director

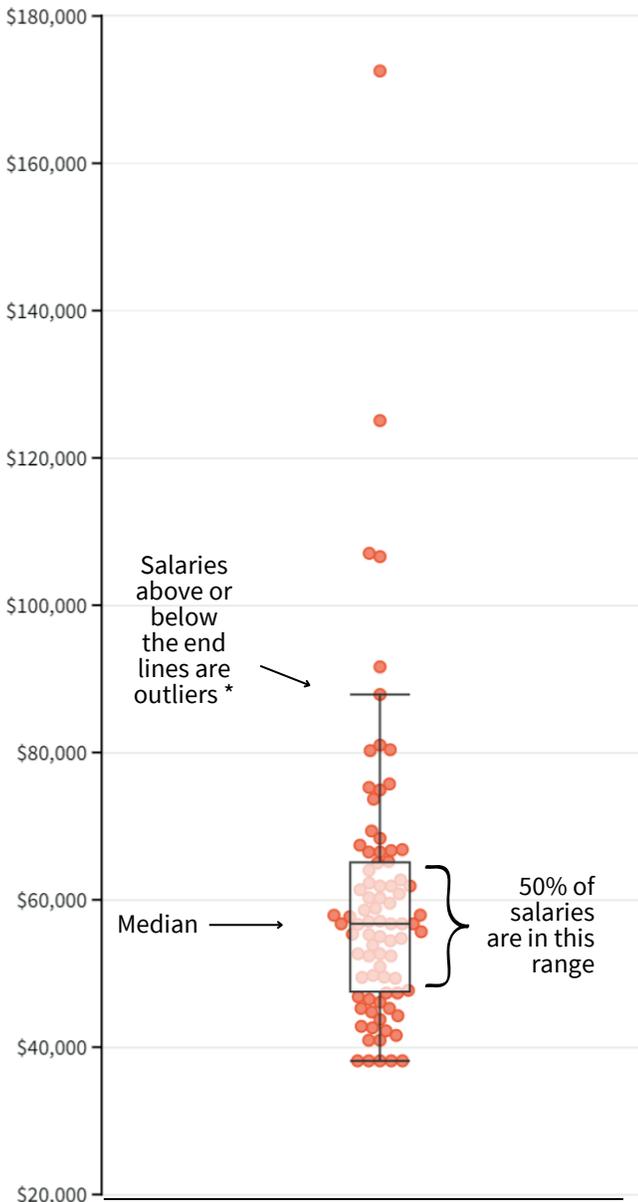
Elected Official



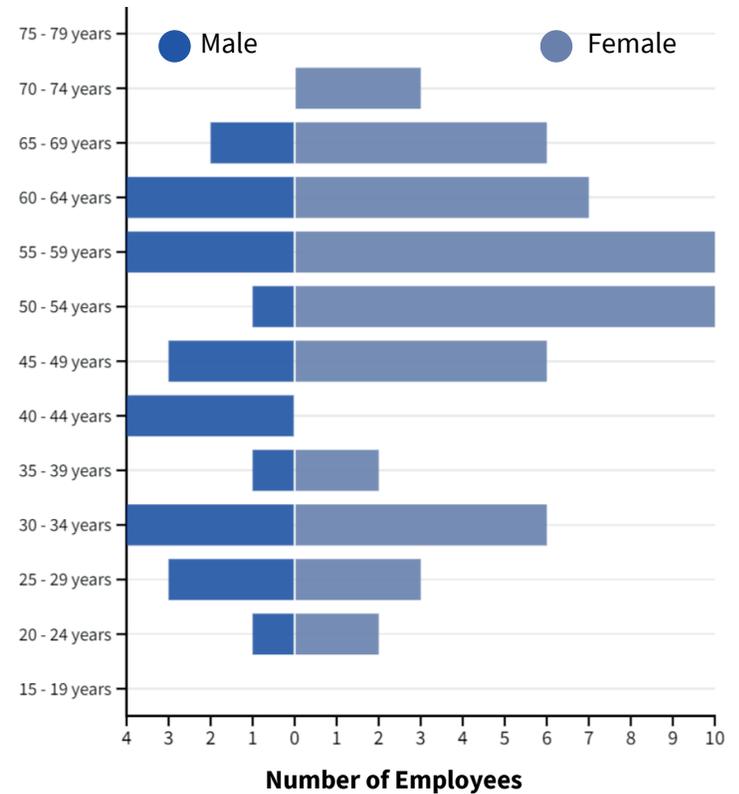
- Circuit Court Clerk
- 2 or more races
- Male
- Age: 44-49
- Years of Employment: 15
- Salary: \$172,530

Status	# of Employees
Full Time	82
TOTAL	82

Salary Distribution, FT Employees

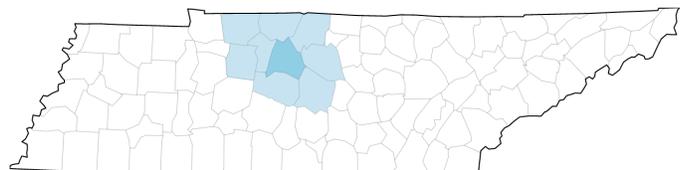


Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

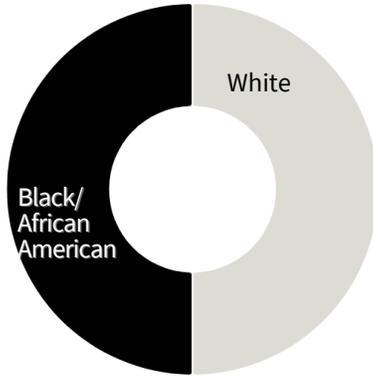
CLERK AND MASTER, 2022

14% Male (2)

86% Female (12)

9 Average years of employment, **fulltime male**

15.3 Average years of employment, **fulltime female**



Director

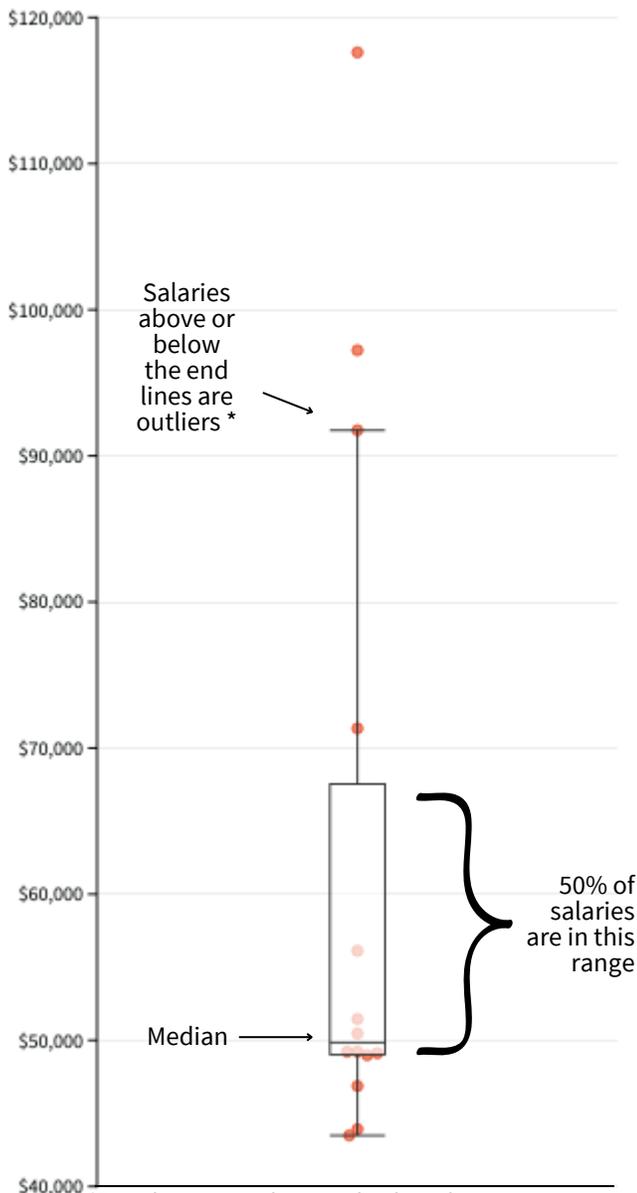
Elected Official



- Clerk and Master
- White
- Female
- Age: 60-64
- Years of Employment: 8
- Salary: \$157,573

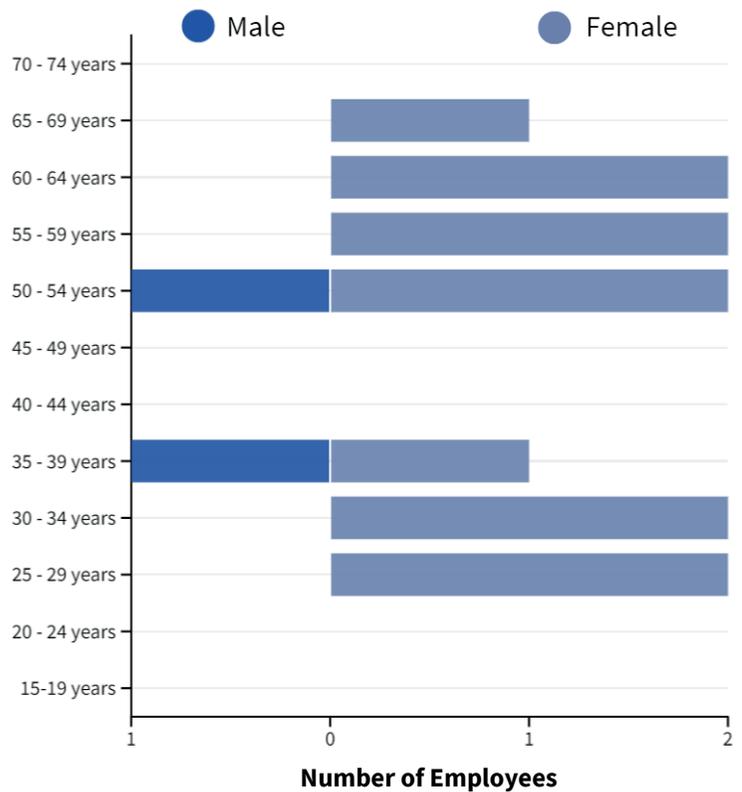
Status	# of Employees
Full Time	14
TOTAL	14

Salary Distribution, FT Employees



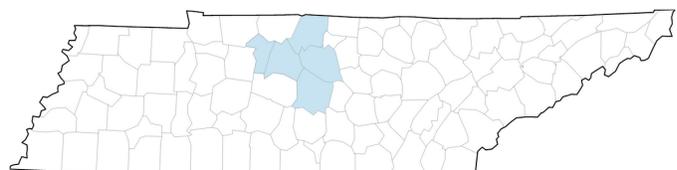
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



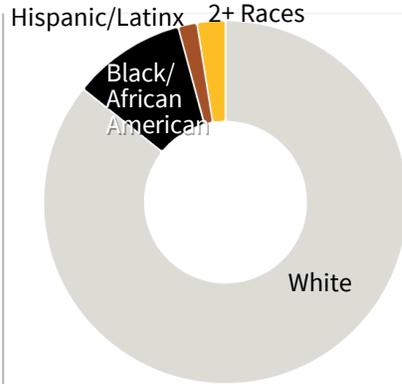
CODES ADMINISTRATION, 2022

71% Male (84)

29% Female (35)

9.7 Average years of employment, **fulltime male**

11.4 Average years of employment, **fulltime female**



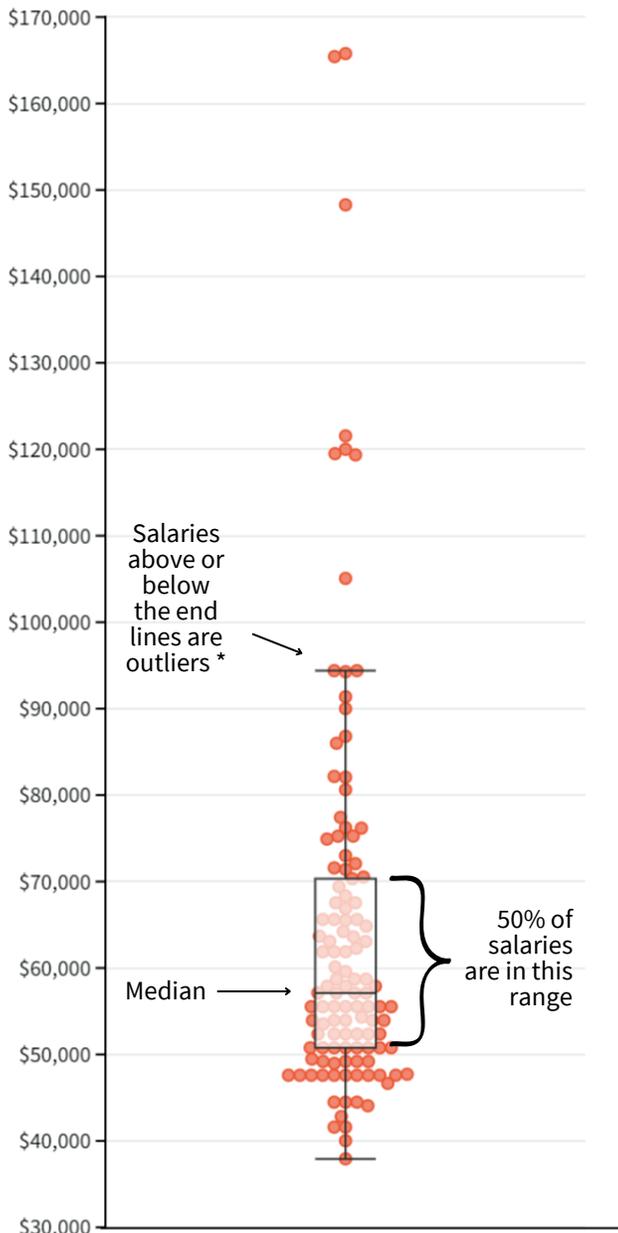
Director



- Codes Admin Director
- White
- Male
- Age: 60-64
- Years of Employment: 25
- Salary: \$165,773

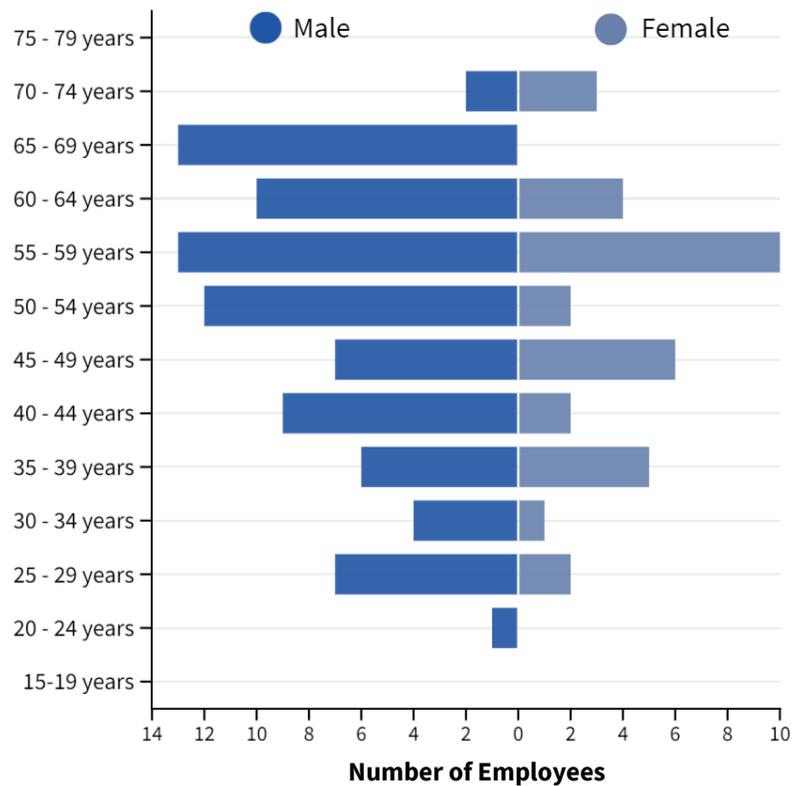
Status	# of Employees
Full Time	117
Part Time	1
Seasonal	1
TOTAL	119

Salary Distribution, FT Employees



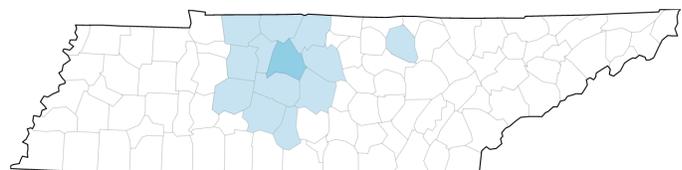
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



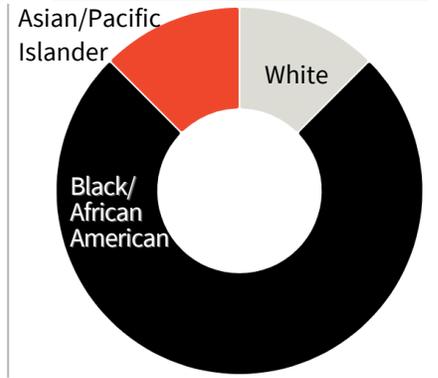
COMMUNITY OVERSIGHT BOARD, 2022

38% Male (3)

63% Female (5)

3.3 Average years of employment, **fulltime male**

6.4 Average years of employment, **fulltime female**



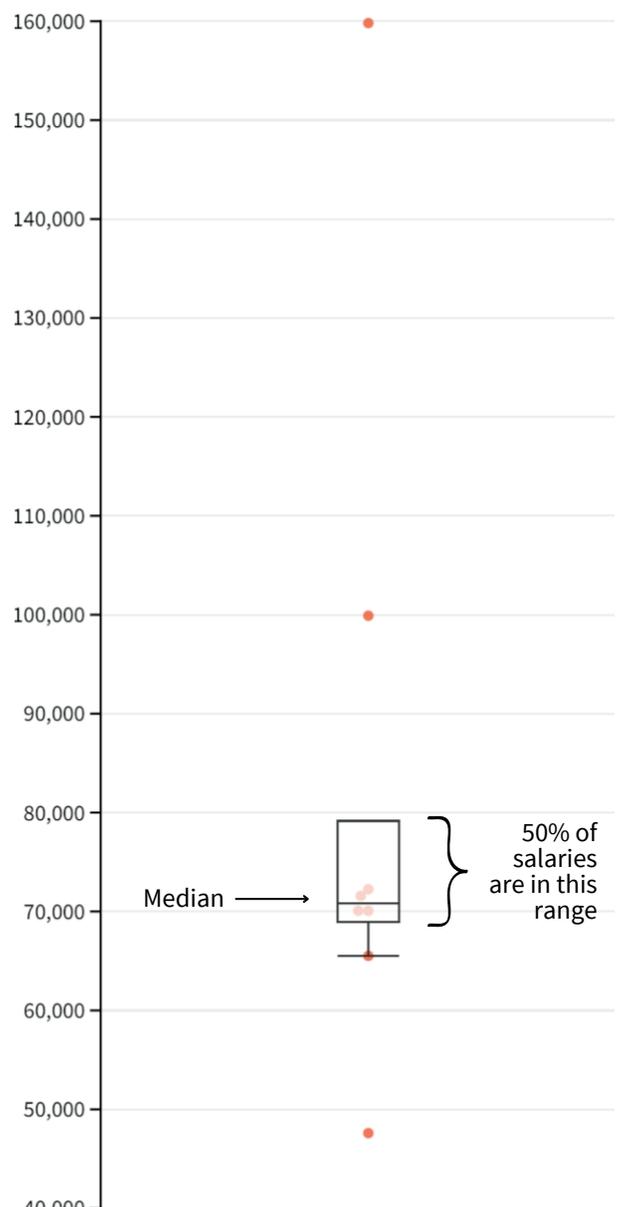
Director



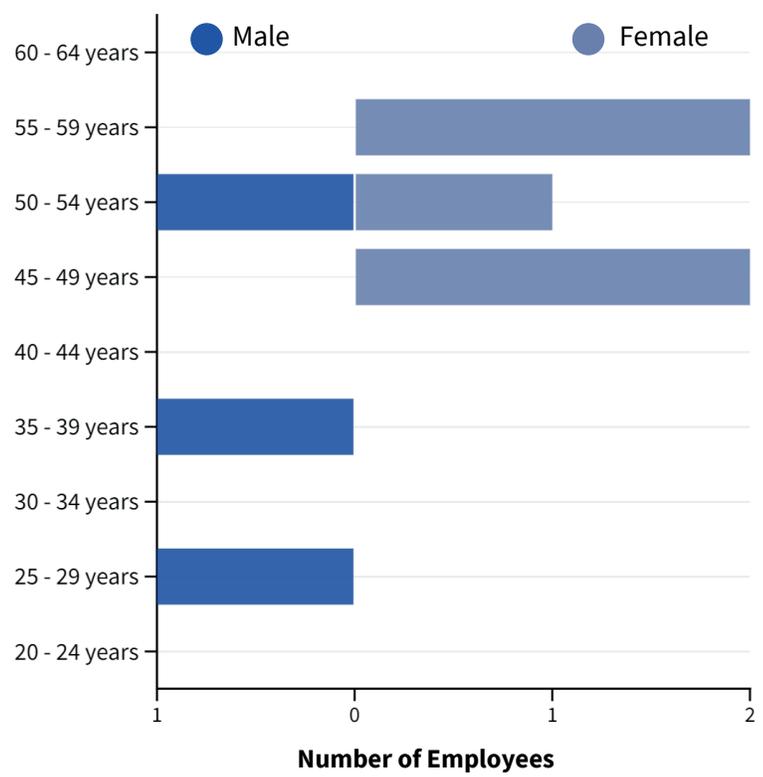
- COB Executive Director
- Black/African American
- Female
- Age: 55-59
- Years of Employment: 15
- Salary: \$159,816

Status	# of Employees
Full Time	8
TOTAL	8

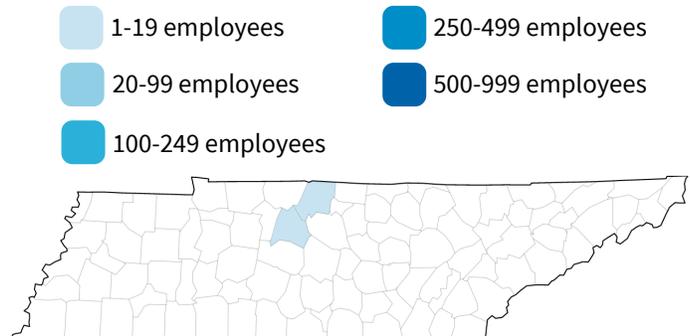
Salary Distribution, FT Employees



Age Distribution by Gender



County Residence



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

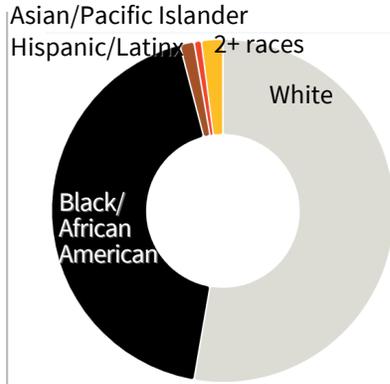
CONVENTION CENTER AUTHORITY, 2022

64% Male (94)

36% Female (54)

6 Average years of employment, **fulltime male**

8.5 Average years of employment, **fulltime female**



Director



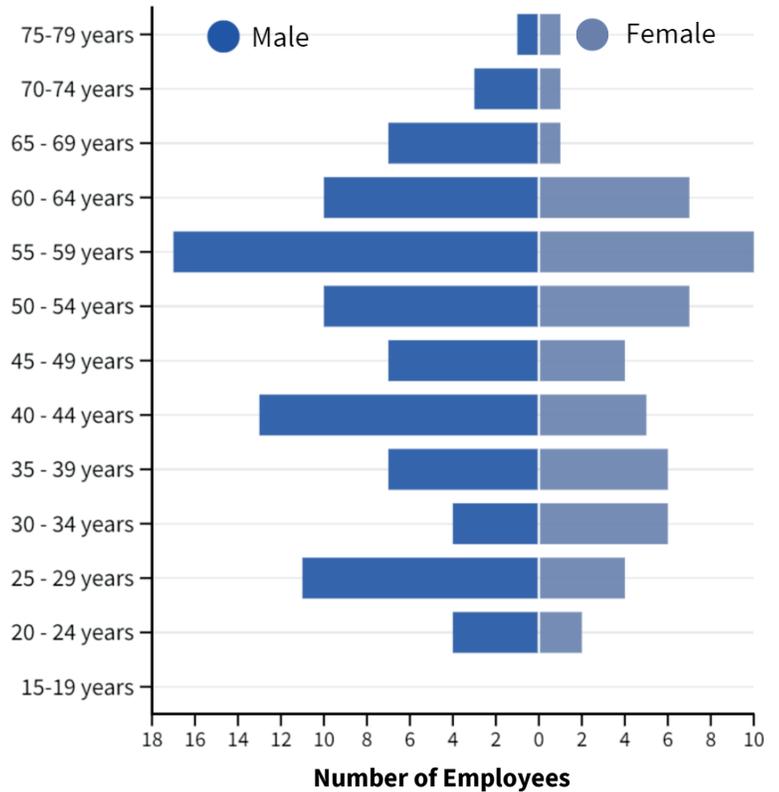
- President/CEO
- White
- Male
- Age: 60-64
- Years of Employment: 18
- Salary: \$369,513

Status	# of Employees
Full Time	146
Part Time	2
TOTAL	148

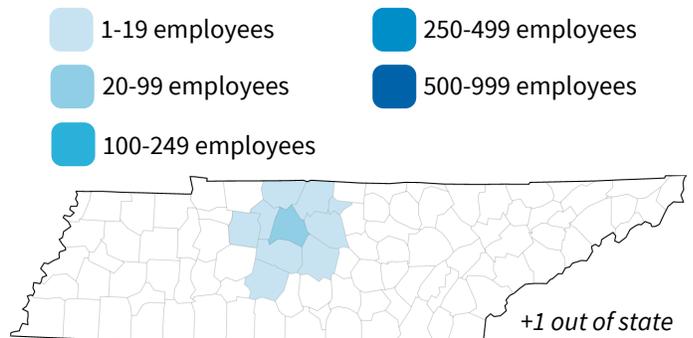


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Age Distribution by Gender



County Residence



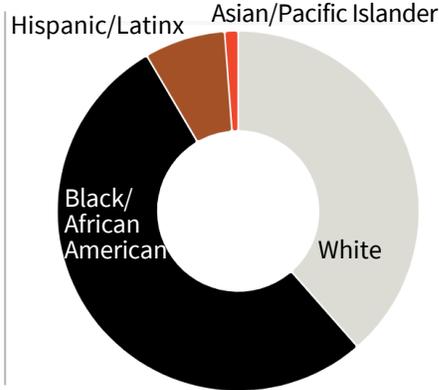
COUNTY CLERK, 2022

31% Male (26)

69% Female (57)

6.3 Average years of employment, **fulltime male**

11.8 Average years of employment, **fulltime female**



Director

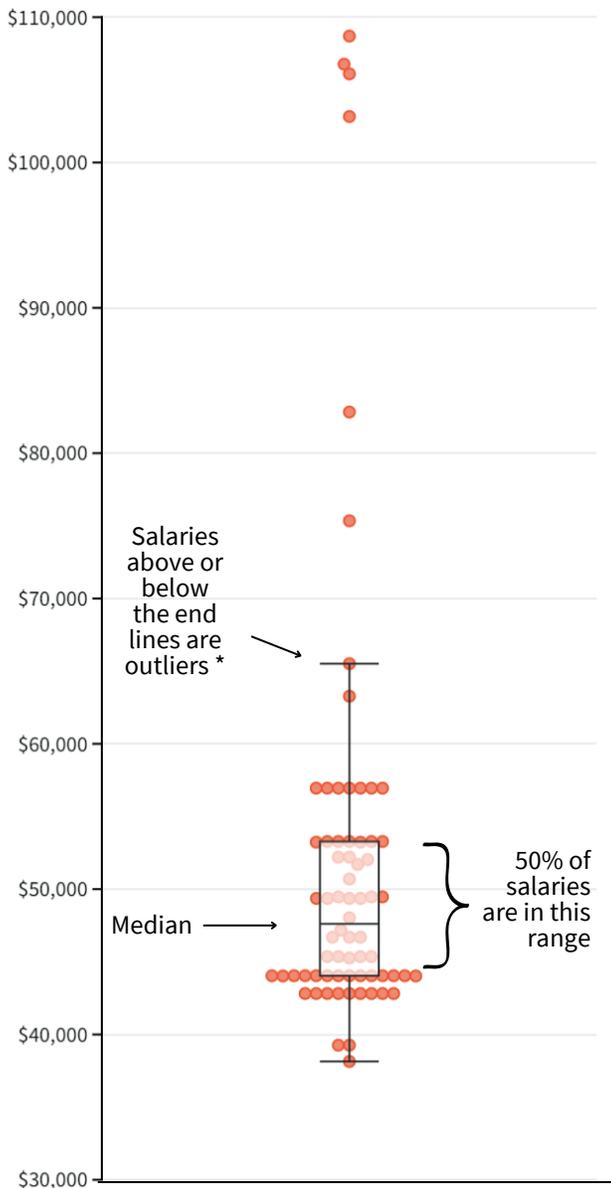
Elected Official



- Clerk and Master
- Black/African American
- Female
- Age: 65-69
- Years of Employment: 11
- Salary: \$157,573

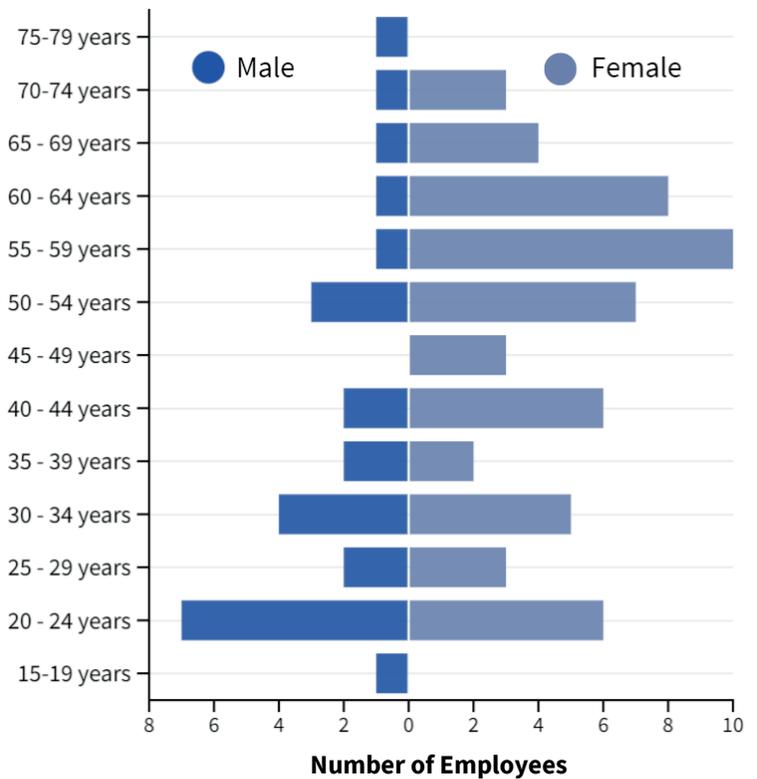
Status	# of Employees
Full Time	70
Part Time	12
Seasonal	1
TOTAL	83

Salary Distribution, FT Employees



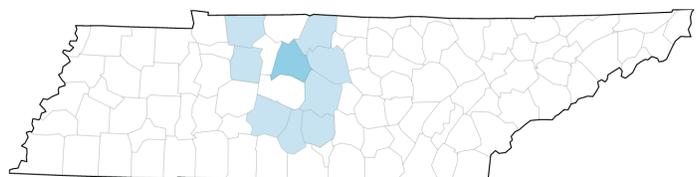
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



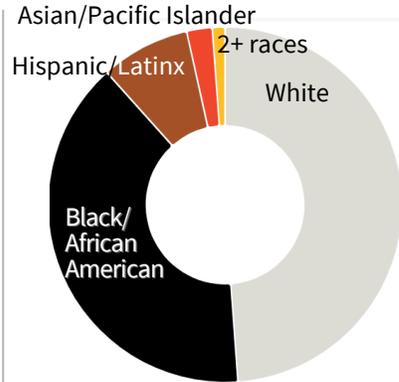
CRIMINAL COURT CLERK, 2022

41% Male (35)

59% Female (51)

10.6 Average years of employment, **fulltime male**

13.1 Average years of employment, **fulltime female**



Director

Elected Official



- Criminal Court Clerk
- Black/African American
- Male
- Age: 70-74
- Years of Employment: 12
- Salary: \$172,530

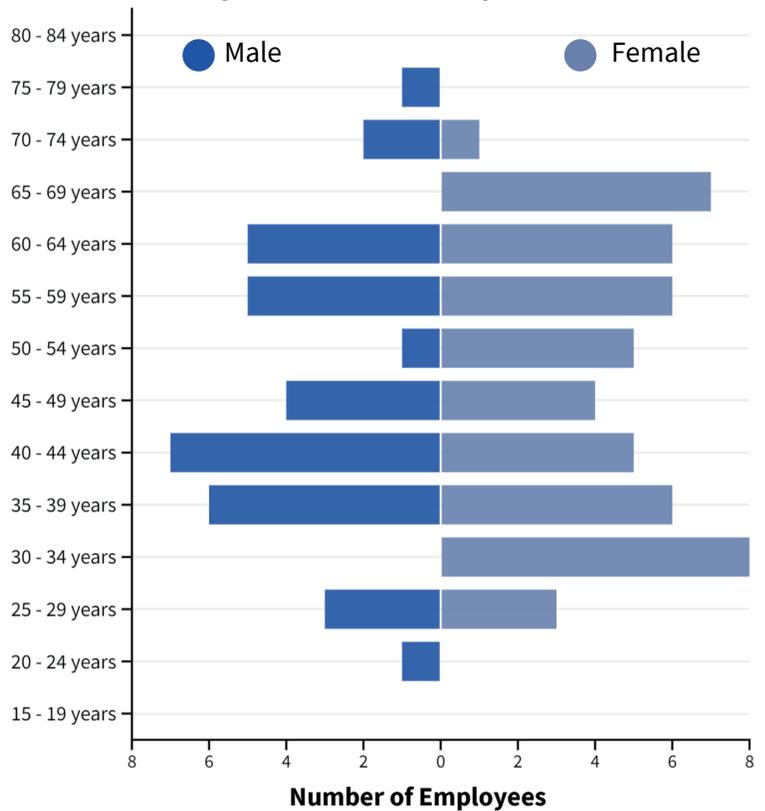
Status	# of Employees
Full Time	86
TOTAL	86

Salary Distribution, FT Employees



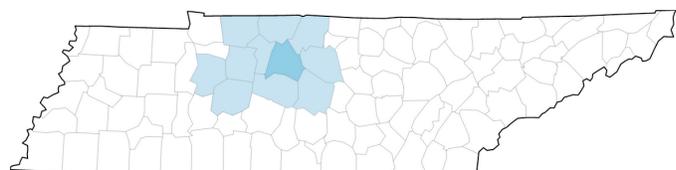
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



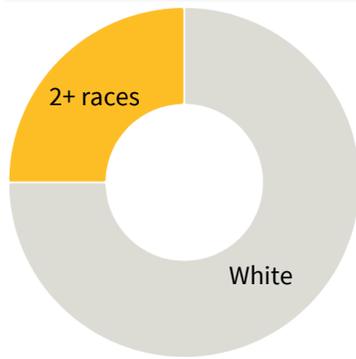
CRIMINAL JUSTICE PLANNING UNIT, 2022

0% Male (0)

100% Female (4)

n/a Average years of employment, **fulltime male**

8.5 Average years of employment, **fulltime female**



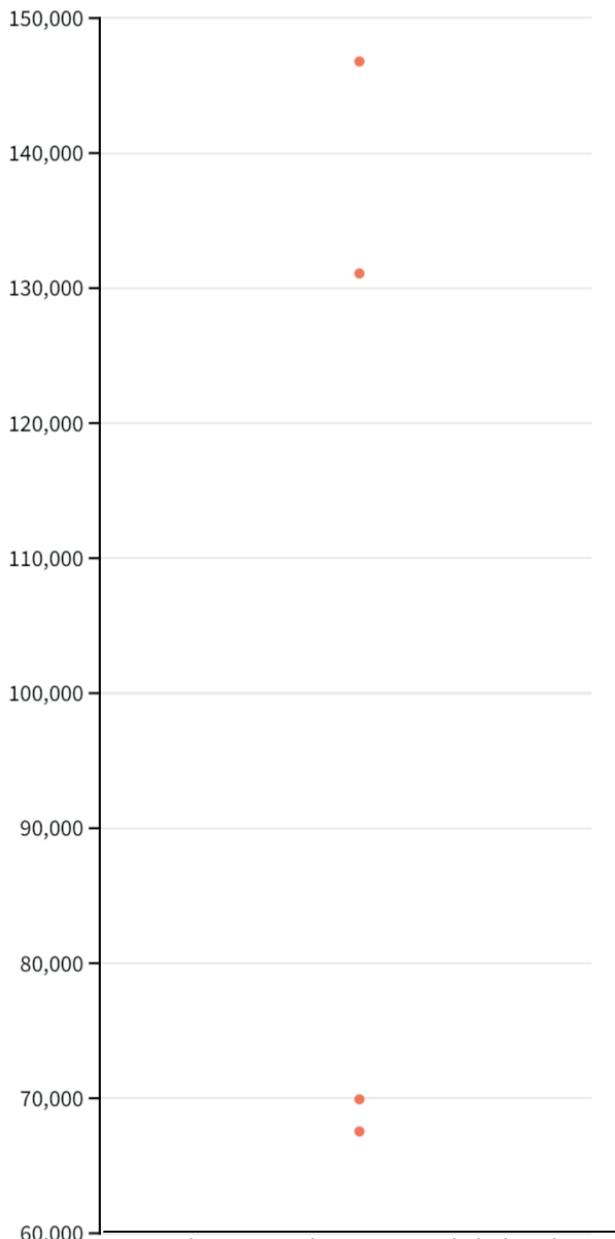
Director



- Director of Criminal Justice Planning
- White
- Female
- Age: 60-64
- Years of Employment: 5
- Salary: \$146,785

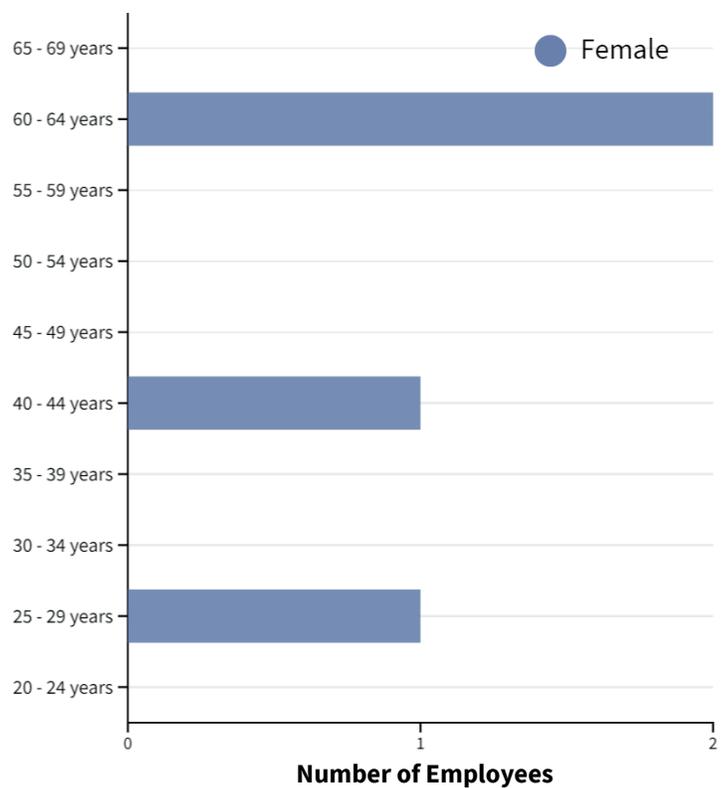
Status	# of Employees
Full Time	4
TOTAL	4

Salary Distribution, FT Employees



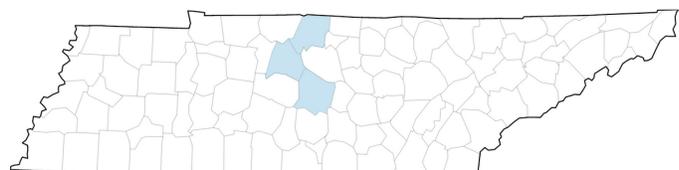
Scatter data points alone are provided when the count is fewer than six data points.

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



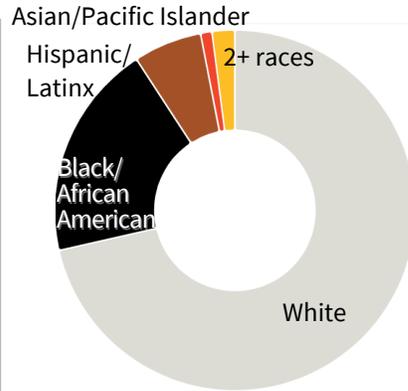
DISTRICT ATTORNEY, 2022

36% Male (35)

64% Female (63)

11.1 Average years of employment, **fulltime male**

8.5 Average years of employment, **fulltime female**



Director

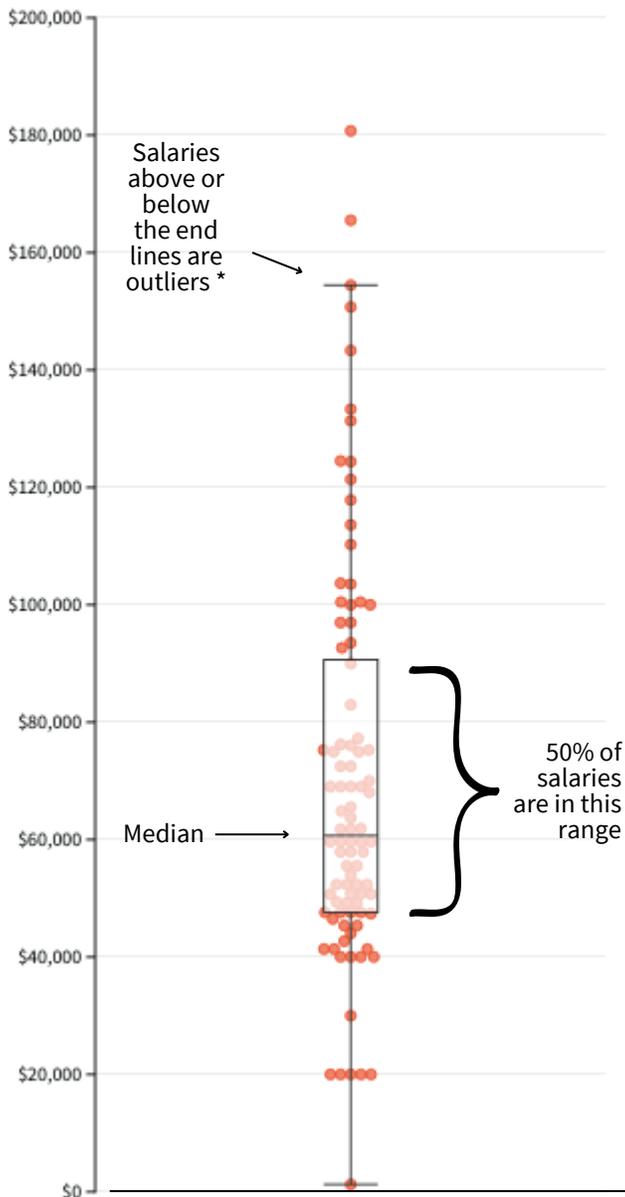
Elected Official



- District Attorney
- White
- Male
- Age: 60-64
- Years of Employment: 9
- Salary: not available; subsidized by other agency

Status	# of Employees
Full Time	92
Part Time	6
TOTAL	98

Salary Distribution, FT Employees

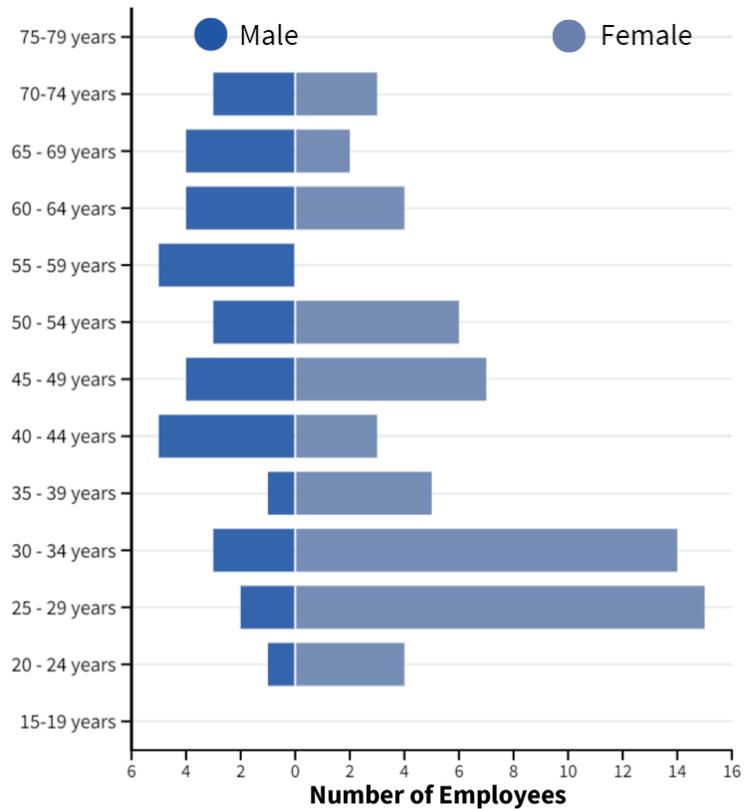


Salaries above or below the end lines are outliers *

50% of salaries are in this range

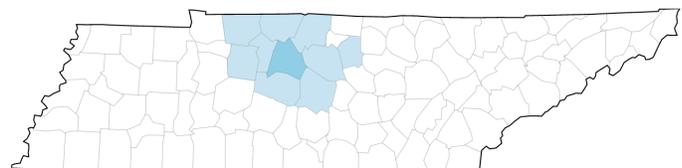
Median

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

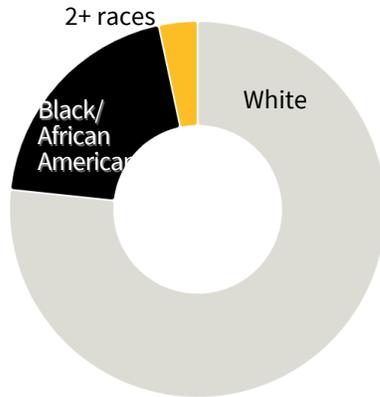
ELECTION COMMISSION, 2022

33% Male (10)

67% Female (20)

9.5 Average years of employment, **fulltime male**

12 Average years of employment, **fulltime female**



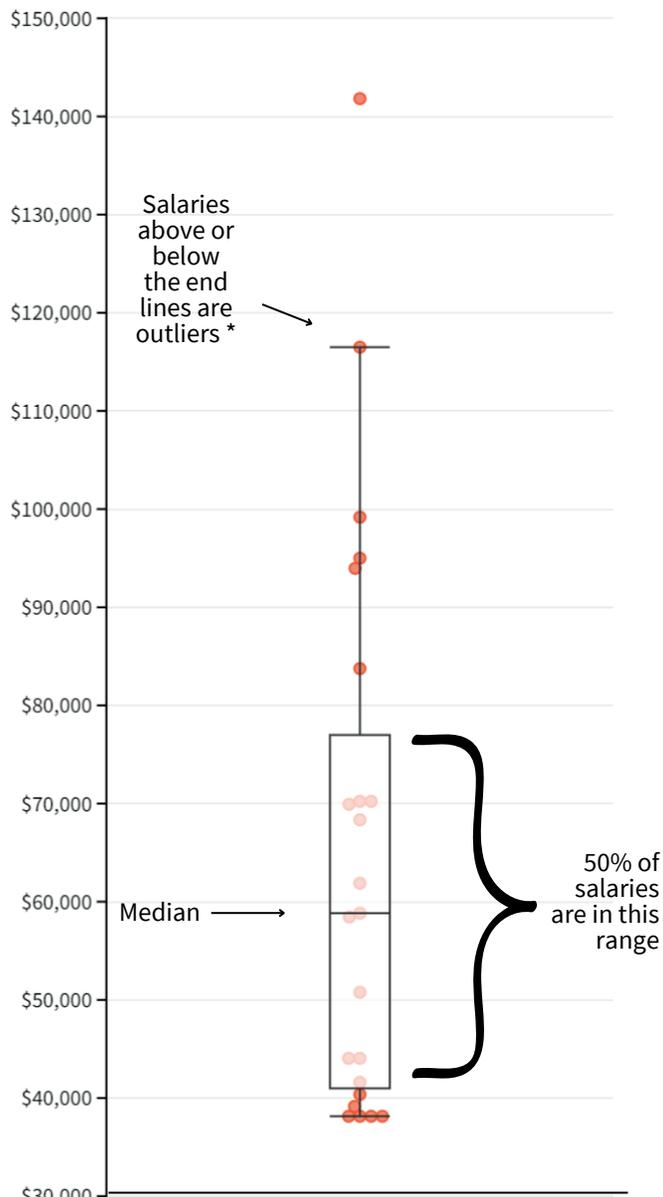
Director



- Admin of Elections
- White
- Male
- Age: 65-69
- Years of Employment: 7
- Salary: \$141,815

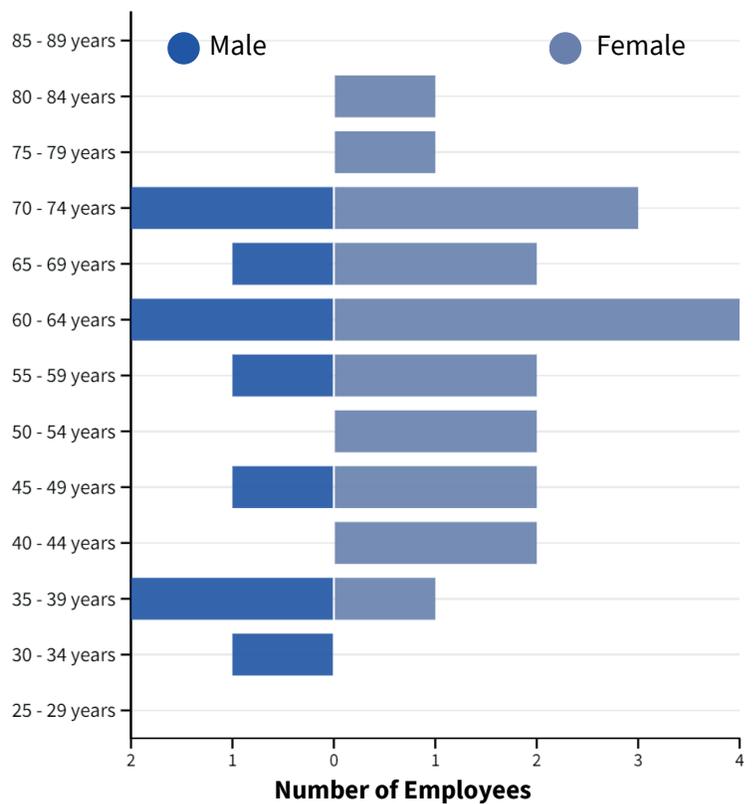
Status	# of Employees
Full Time	23
Part Time	7
TOTAL	30

Salary Distribution, FT Employees



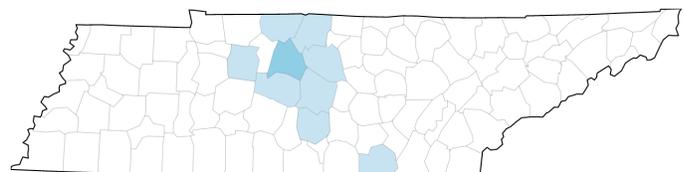
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



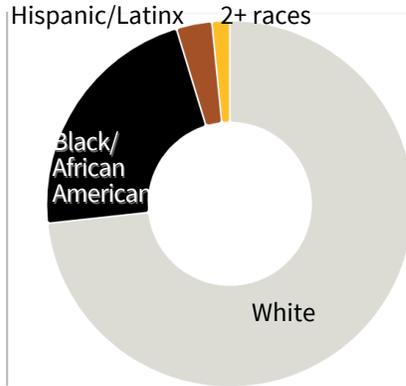
EMERGENCY COMMUNICATIONS, 2022

28% Male (54)

72% Female (137)

10 Average years of employment, **fulltime male**

9.1 Average years of employment, **fulltime female**



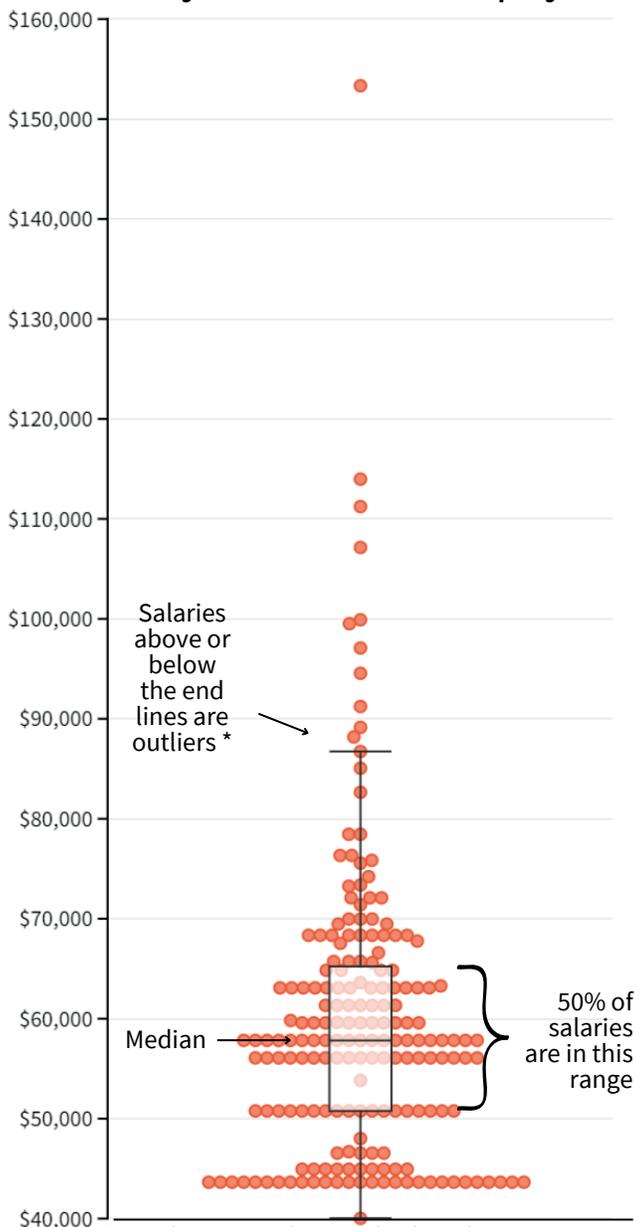
Director



- Emergency Communications Director
- White
- Male
- Age: 40-44
- Years of Employment: 3
- Salary: \$153,333

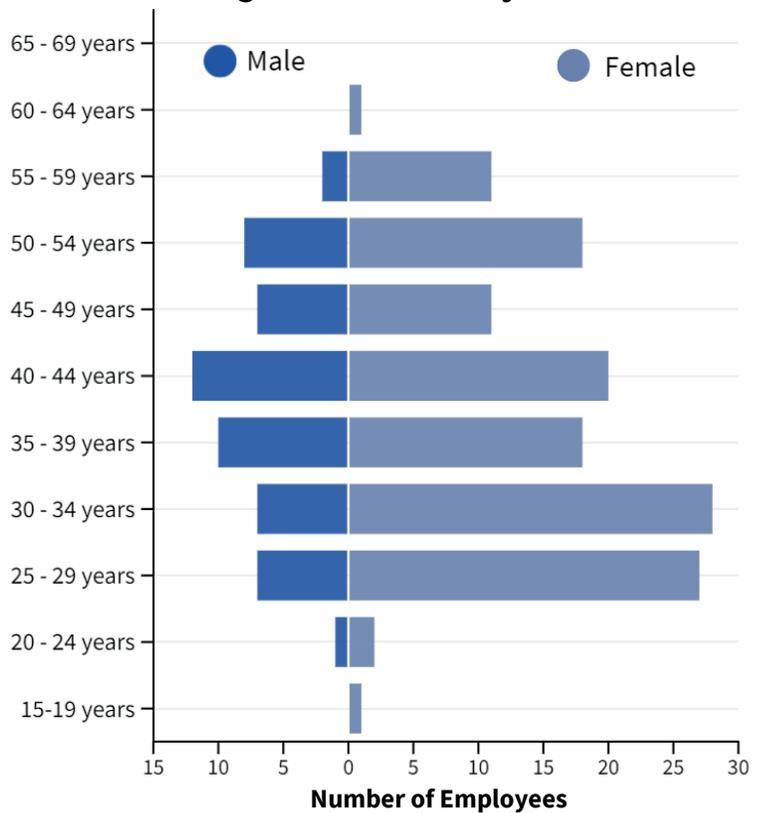
Status	# of Employees
Full Time	191
TOTAL	191

Salary Distribution, FT Employees



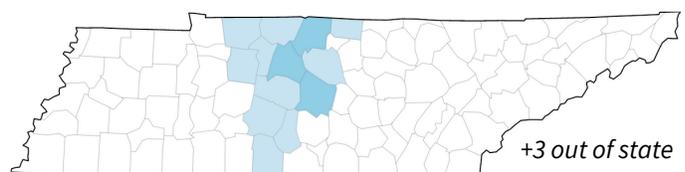
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



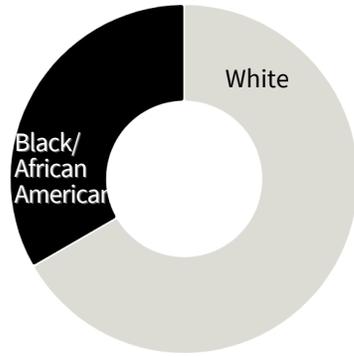
FARMER'S MARKET, 2022

67% Male (4)

33% Female (2)

2.8 Average years of employment, **fulltime male**

2 Average years of employment, **fulltime female**



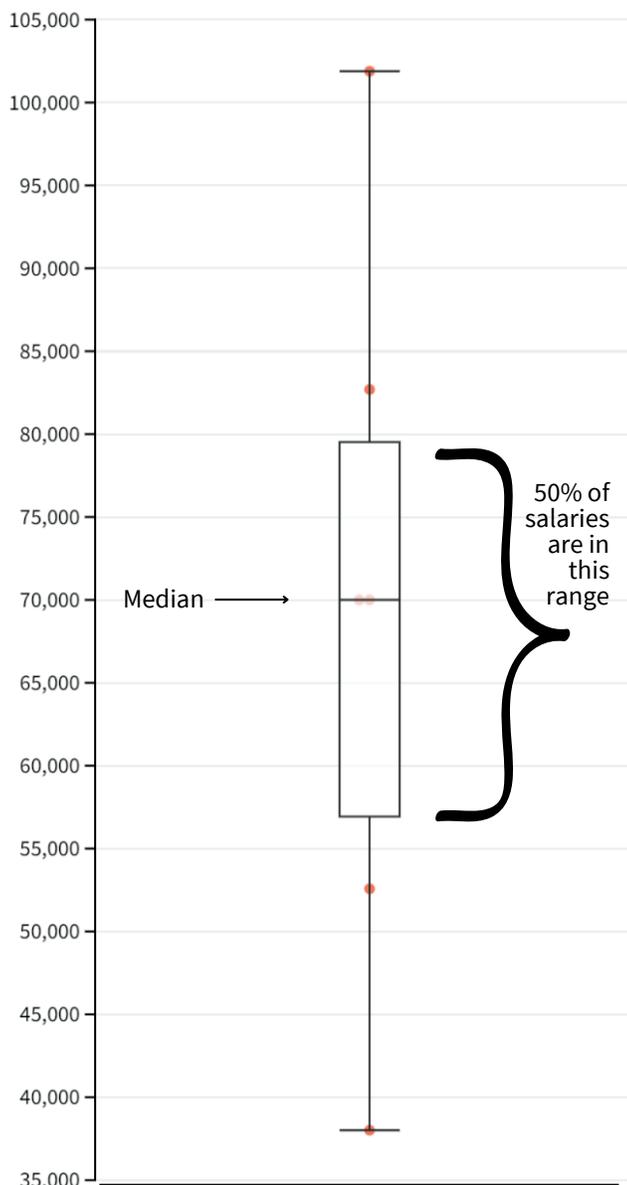
Director



- Director of Farmer's Market
- White
- Male
- Age: 60-64
- Years of Employment: 1
- Salary: \$101,887

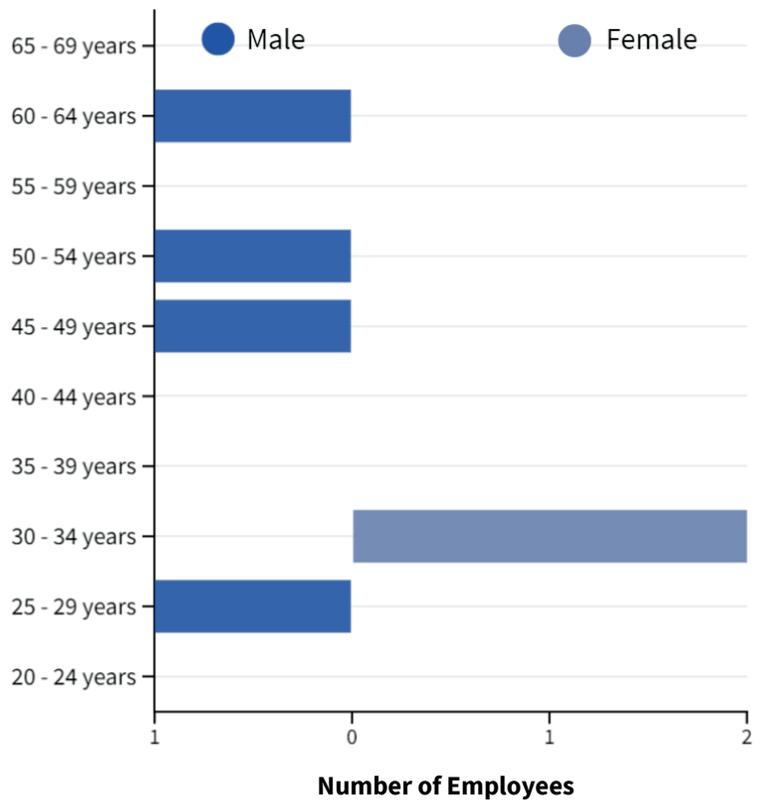
Status	# of Employees
Full Time	6
TOTAL	6

Salary Distribution, FT Employees



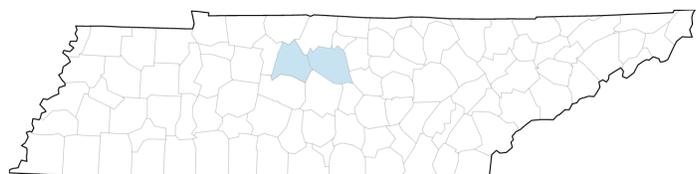
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



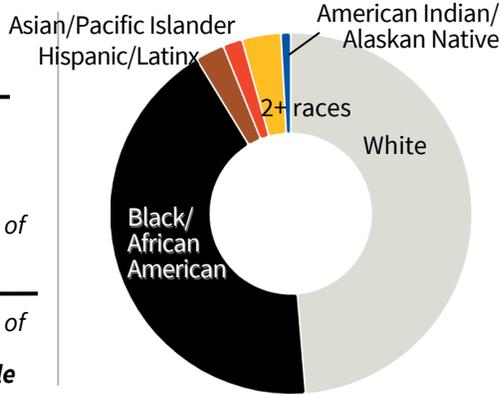
FINANCE, 2022

33% Male (38)

67% Female (77)

11.2 Average years of employment, **fulltime male**

9.9 Average years of employment, **fulltime female**



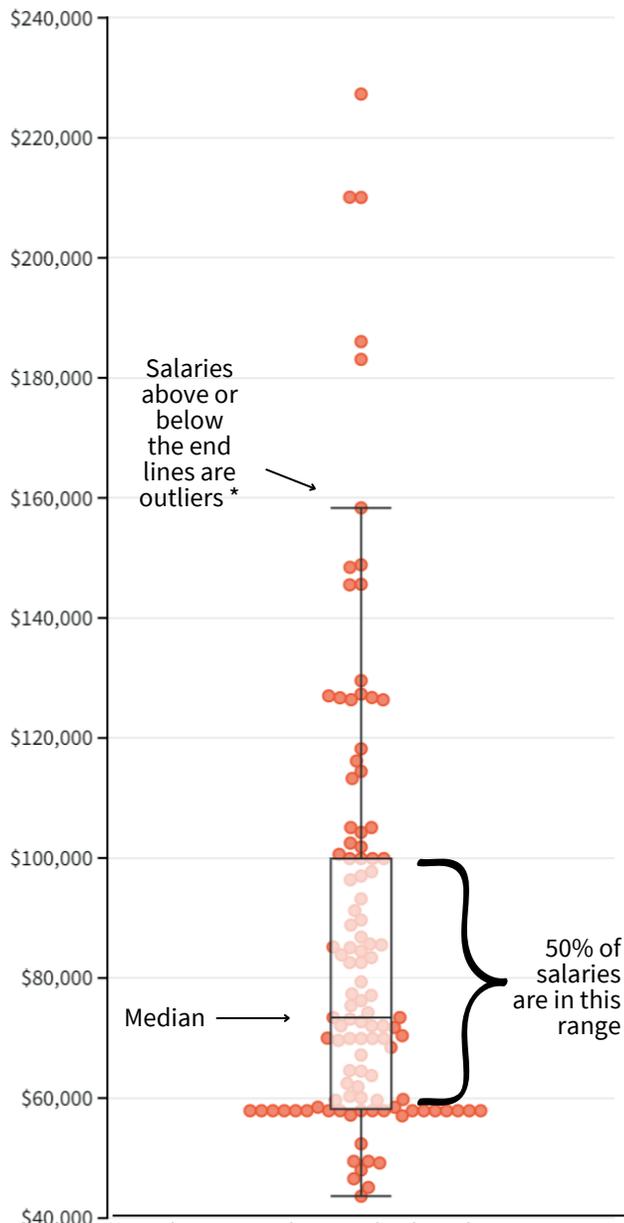
Director



- Finance Director
- White
- Female
- Age: 45-49
- Years of Employment: 2
- Salary: \$227,287

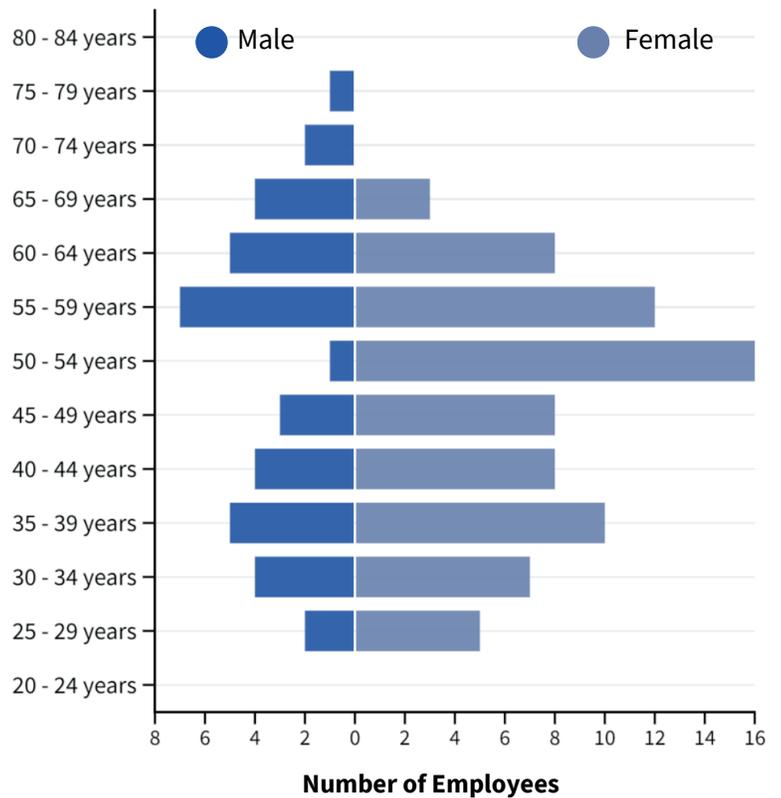
Status	# of Employees
Full Time	111
Part Time	4
TOTAL	115

Salary Distribution, FT Employees



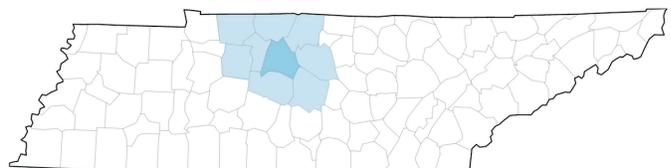
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



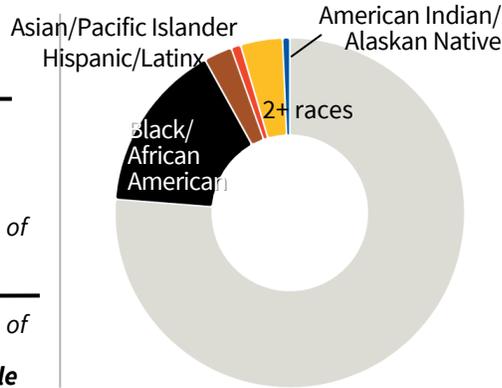
FIRE, 2022

85% Male (1,143)

15% Female (195)

14.3 Average years of employment, **fulltime male**

10.8 Average years of employment, **fulltime female**



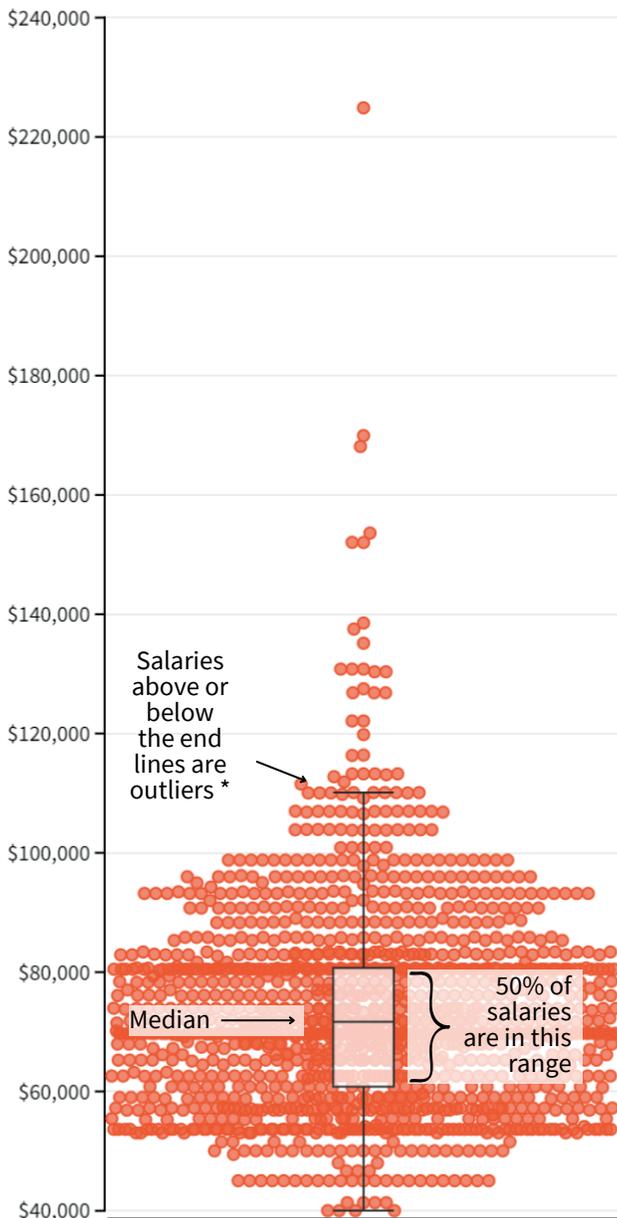
Director



- Fire Chief
- Black/African American
- Male
- Age: 55-59
- Years of Employment: 28
- Salary: \$224,882

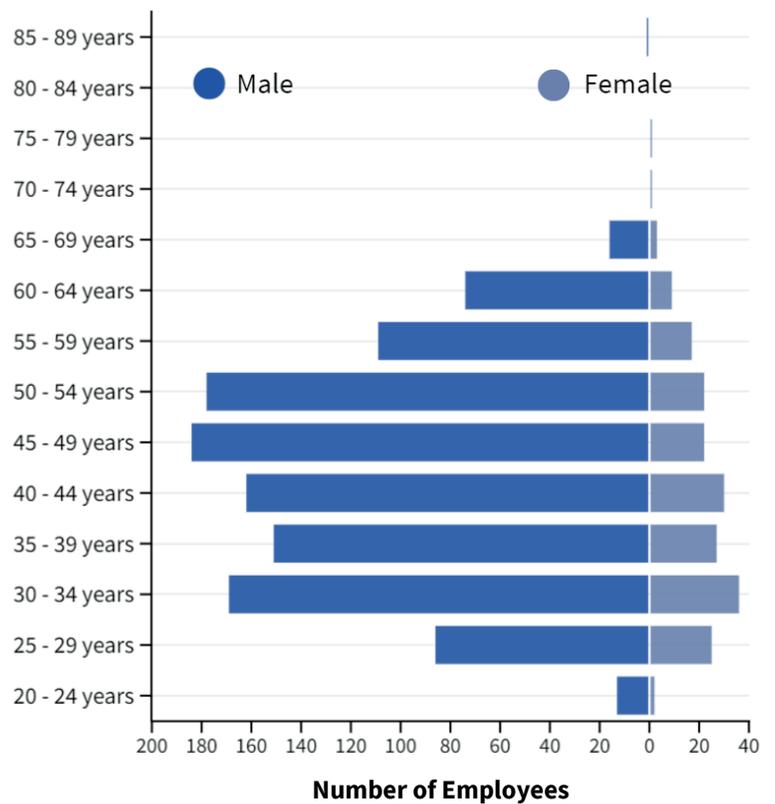
Status	# of Employees
Full Time	1,334
Part Time	4
TOTAL	1,338

Salary Distribution, FT Employees



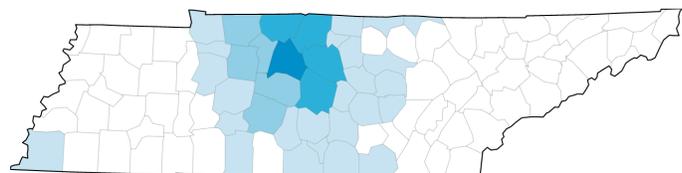
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



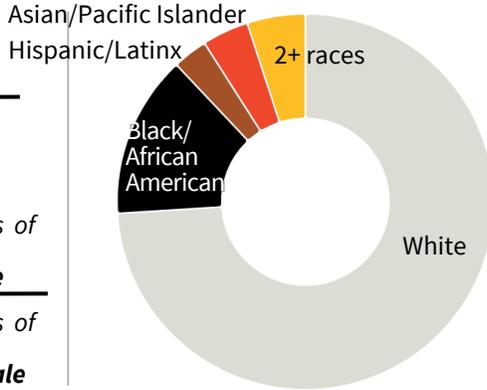
GENERAL SERVICES, 2022

66% Male (66)

34% Female (34)

13.2 Average years of employment, **fulltime male**

13.4 Average years of employment, **fulltime female**



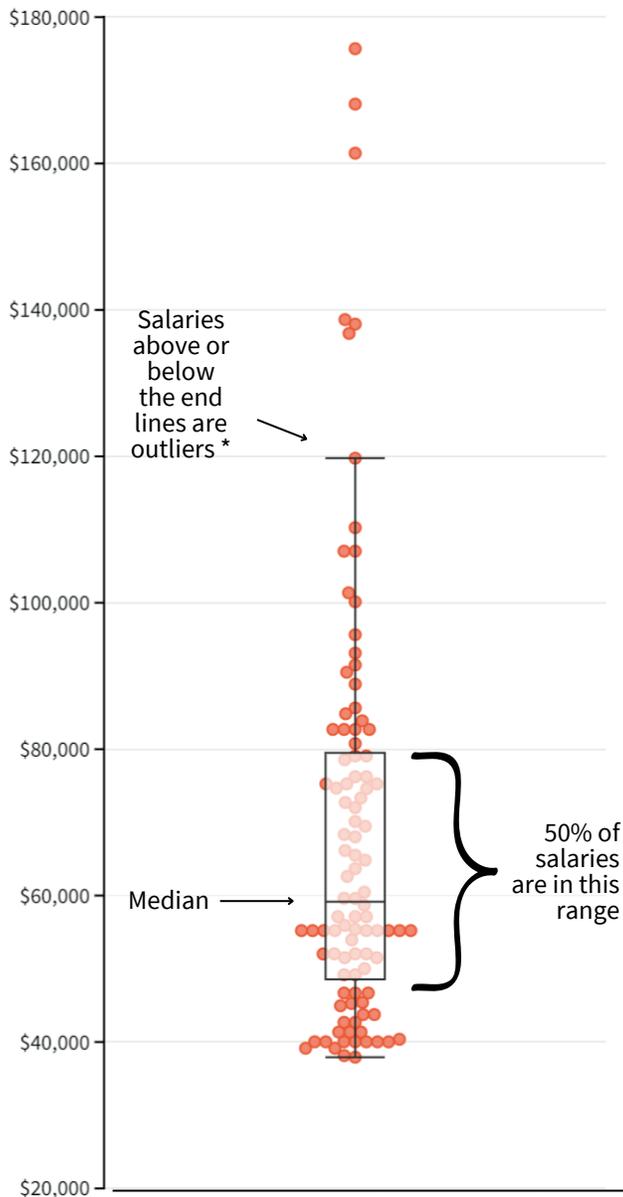
Director



- General Services Director
- White
- Female
- Age: 55-59
- Years of Employment: 20
- Salary: \$175,680

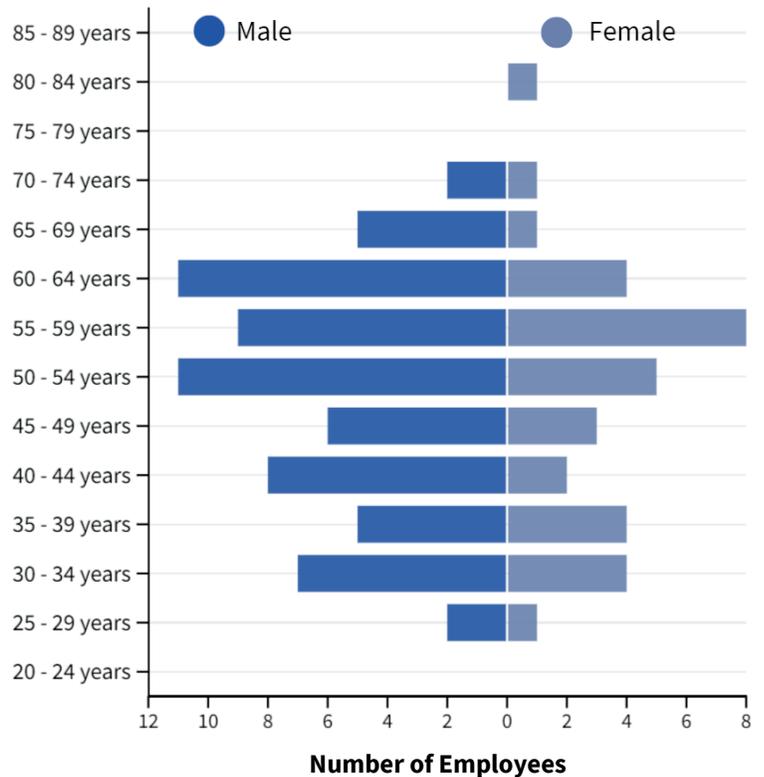
Status	# of Employees
Full Time	100
TOTAL	100

Salary Distribution, FT Employees



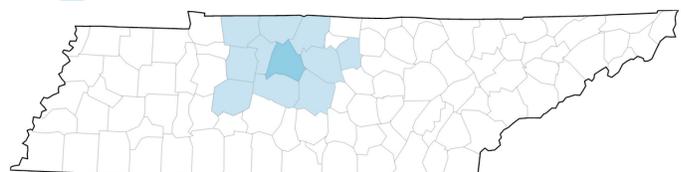
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



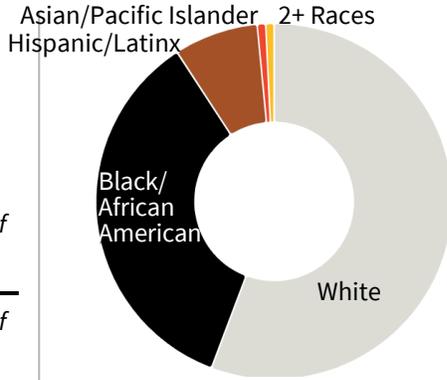
GENERAL SESSIONS COURT, 2022

55% Male (72)

45% Female (59)

11.9 Average years of employment, **fulltime male**

14.4 Average years of employment, **fulltime female**

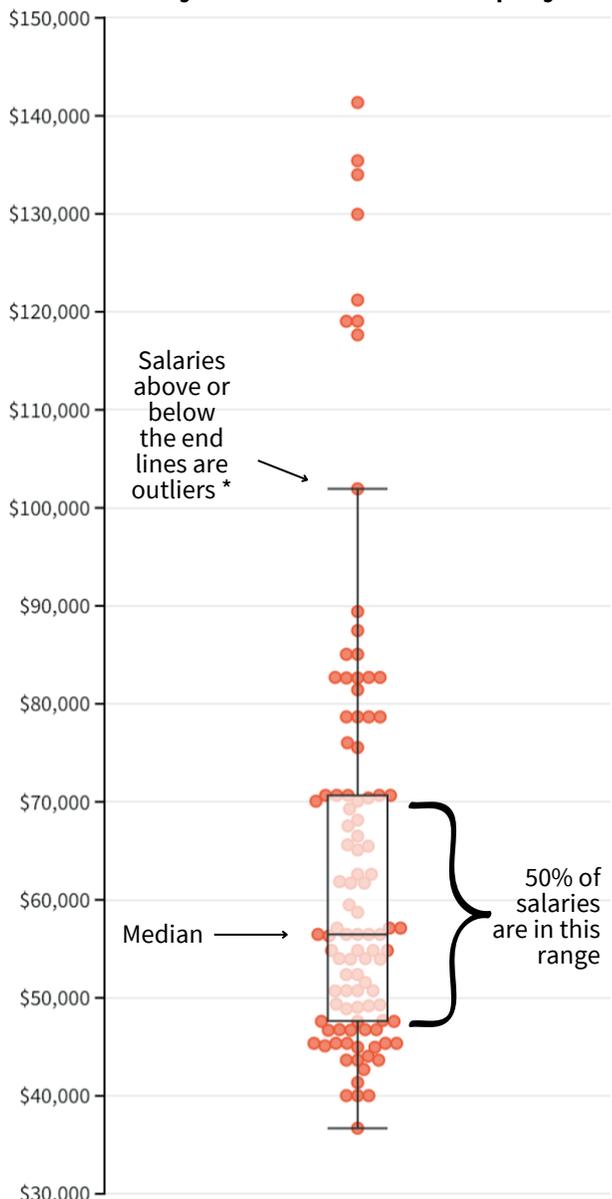


Director

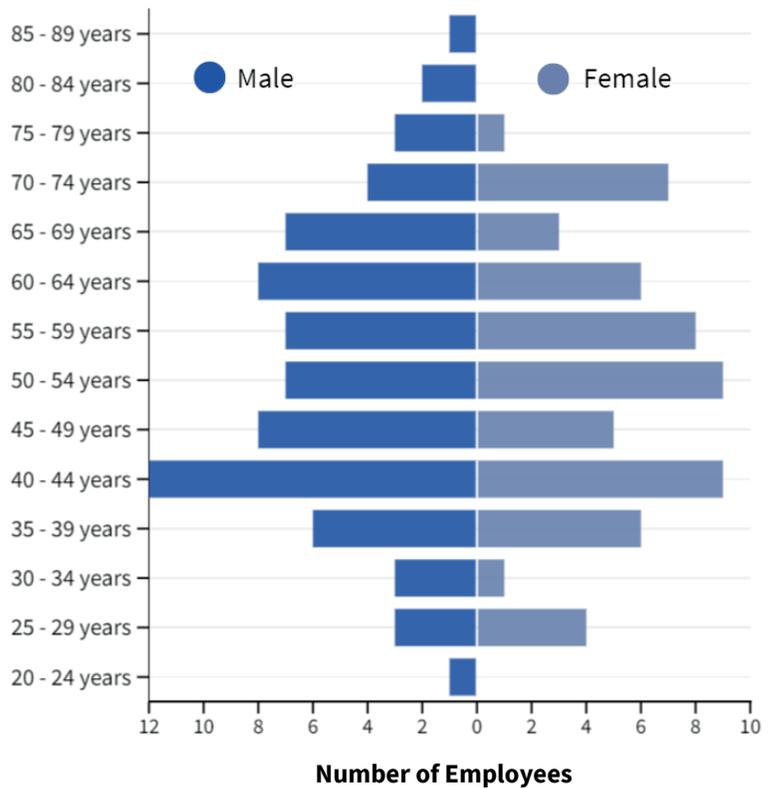
Several elected Judges

Status	# of Employees
Full Time	103
Part Time	26
Seasonal	2
TOTAL	131

Salary Distribution, FT Employees

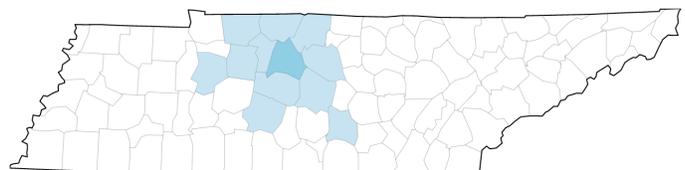


Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

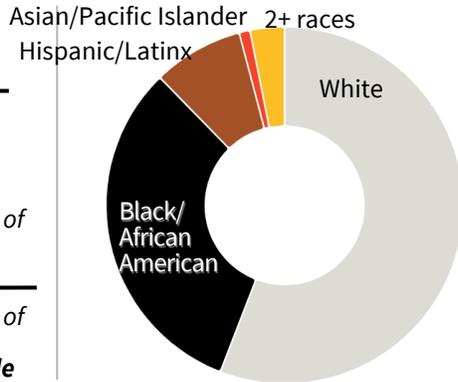
HEALTH, 2022

19% Male (98)

81% Female (414)

11.6 Average years of employment, **fulltime male**

10.5 Average years of employment, **fulltime female**



Director



- Chief Medical Director
- White
- Male
- Age: 60-64
- Years of Employment: 6
- Salary: \$252,942

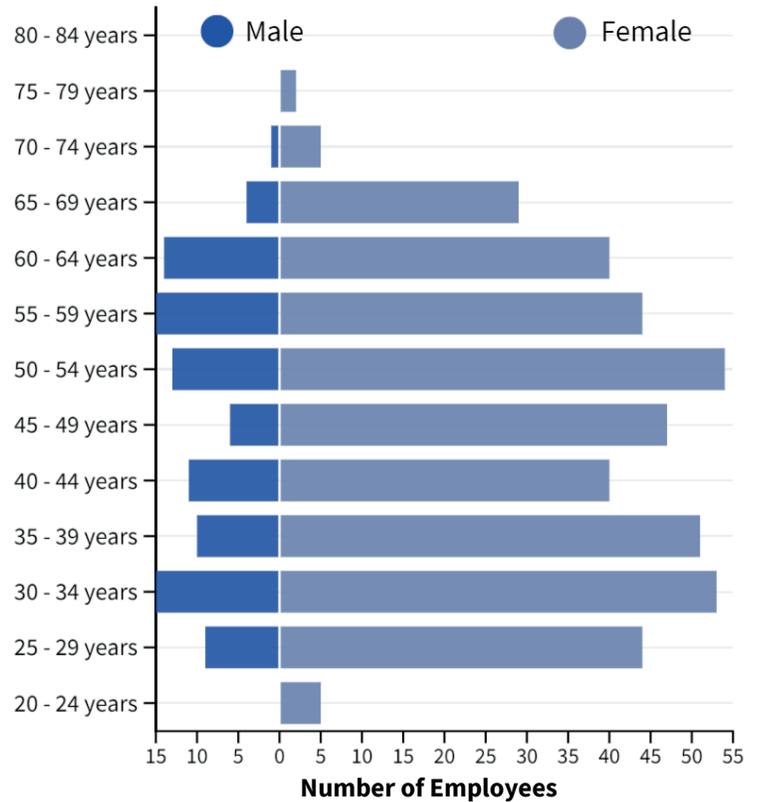
Status	# of Employees
Full Time	393
Part Time	119
TOTAL	512

Salary Distribution, FT Employees



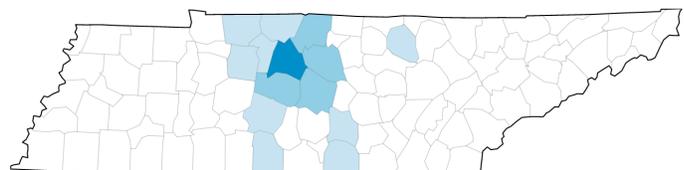
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



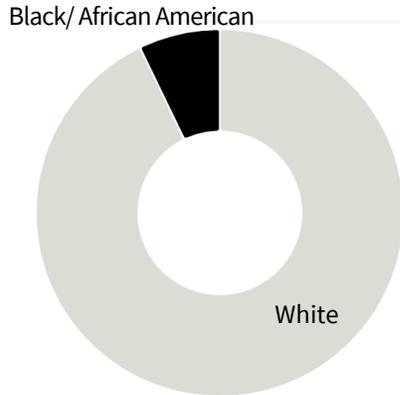
HISTORICAL COMMISSION, 2022

36% Male (5)

64% Female (9)

15.3 Average years of employment, **fulltime male**

9.1 Average years of employment, **fulltime female**



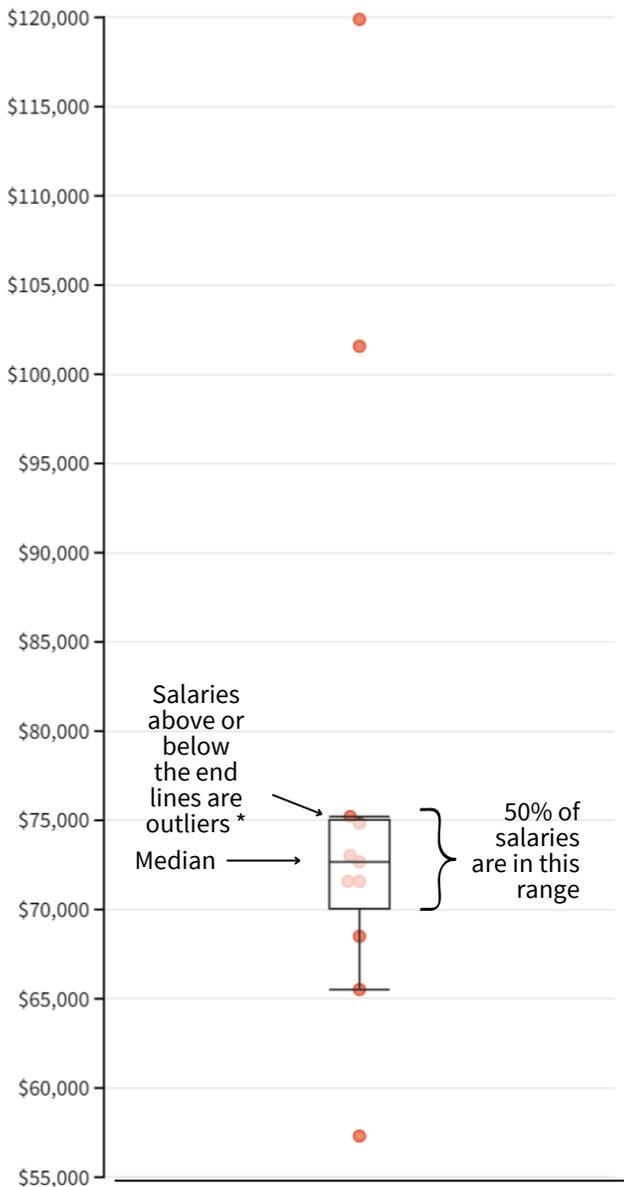
Director



- Executive Director
- White
- Male
- Age: 60-64
- Years of Employment: 27
- Salary: \$119,886

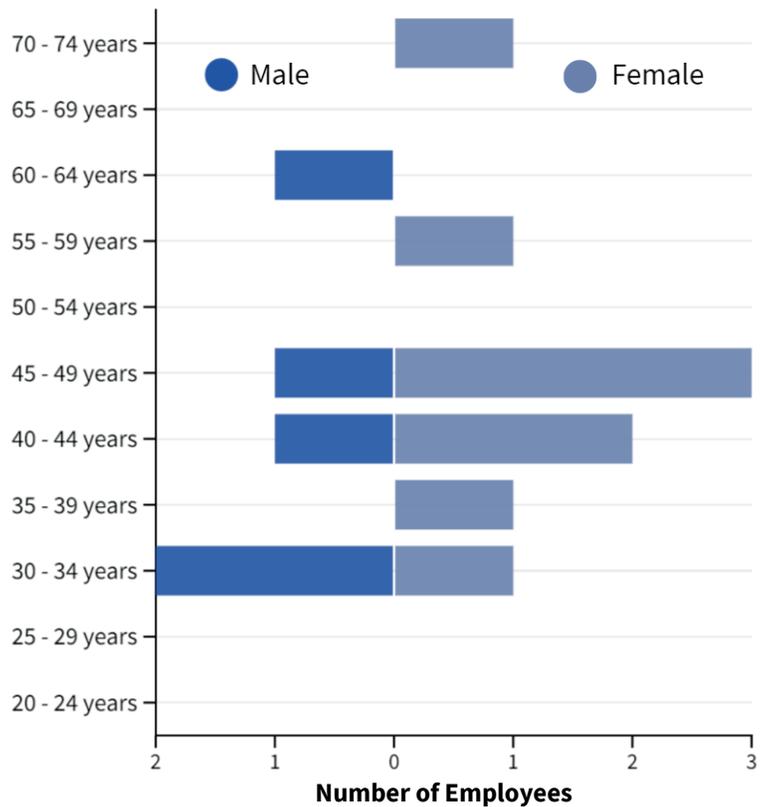
Status	# of Employees
Full Time	12
Part Time	2
TOTAL	14

Salary Distribution, FT Employees



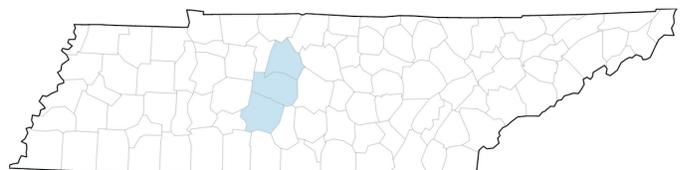
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



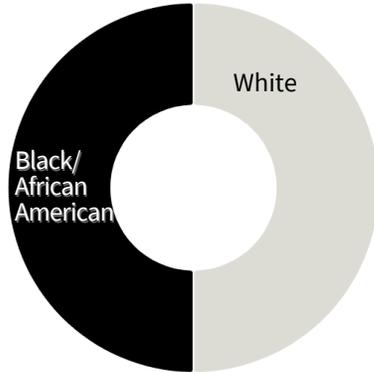
HUMAN RELATIONS COMMISSION, 2022

50% Male (2)

50% Female (2)

5.5 Average years of employment, **fulltime male**

4.5 Average years of employment, **fulltime female**



Director



- Human Relations Director
- Black/African American
- Male
- Age: 60-64
- Years of Employment: 1
- Salary: \$126,445

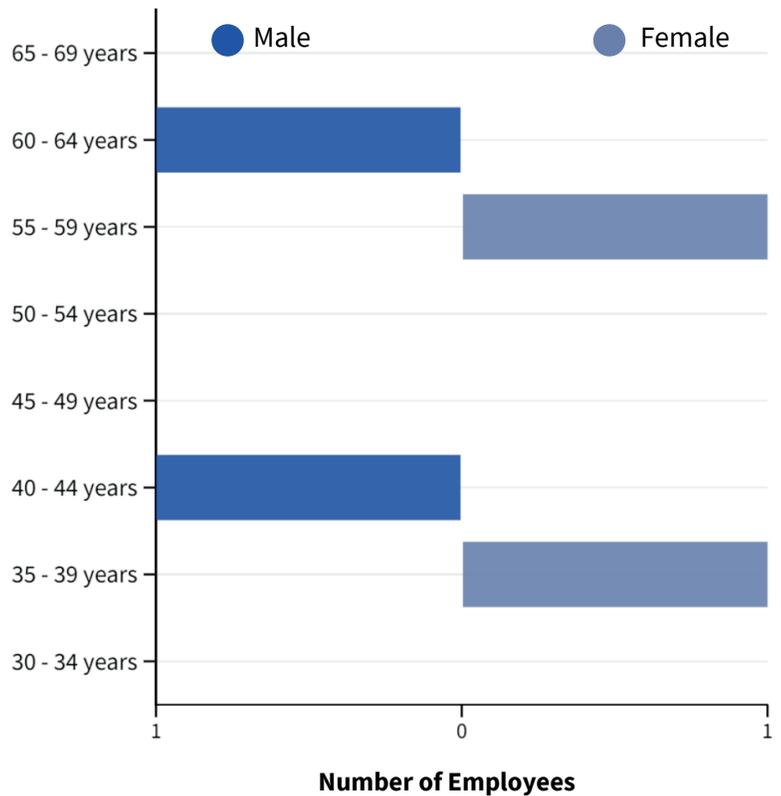
Status	# of Employees
Full Time	4
TOTAL	4

Salary Distribution, FT Employees



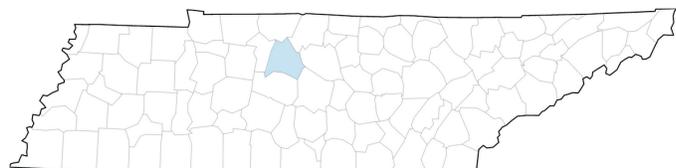
Scatter data points alone are provided when the count is fewer than six data points.

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



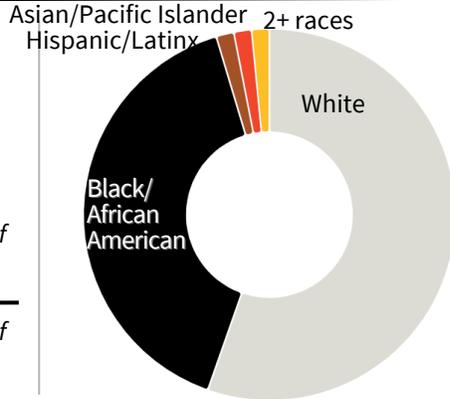
HUMAN RESOURCES, 2022

32% Male (21)

68% Female (44)

9.9 Average years of employment, **fulltime male**

12.8 Average years of employment, **fulltime female**



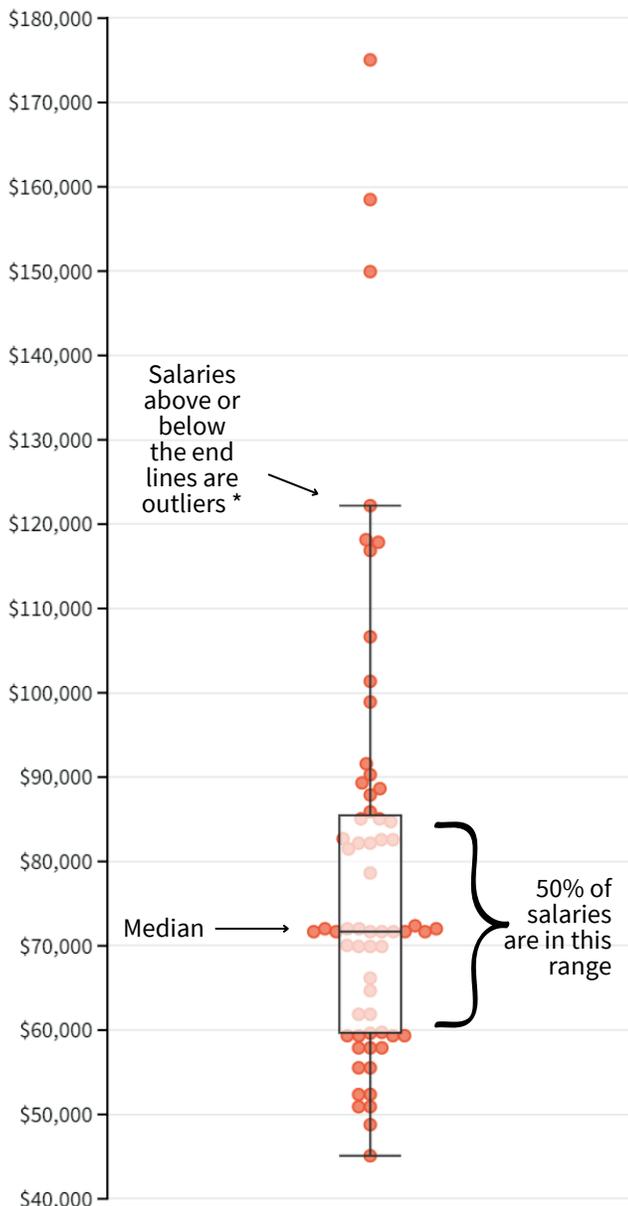
Director



- Human Resources Director
- White
- Female
- Age: 45-49
- Years of Employment: 20
- Salary: 175,046

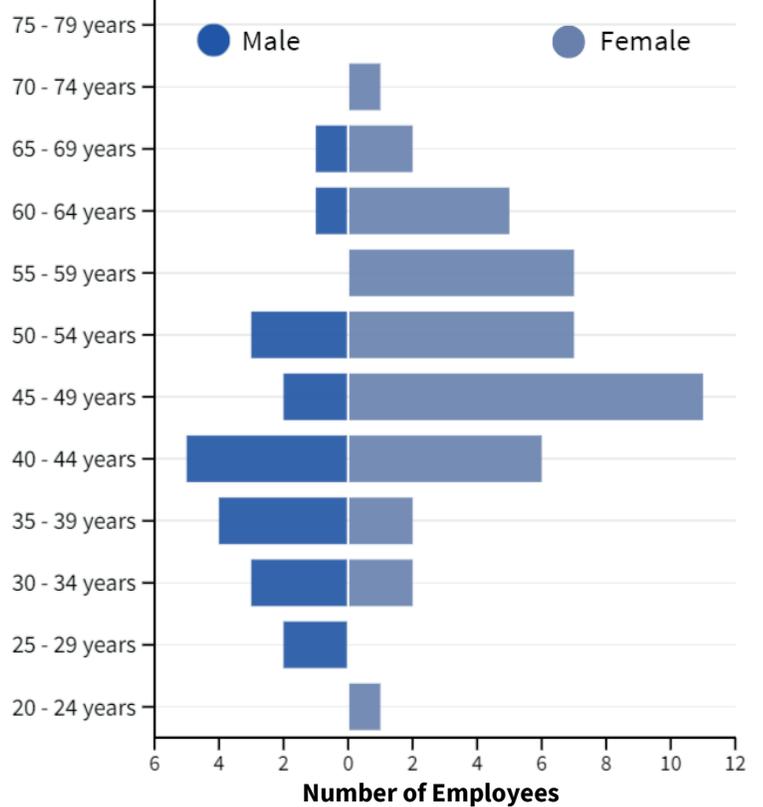
Status	# of Employees
Full Time	63
Part Time	2
TOTAL	65

Salary Distribution, FT Employees



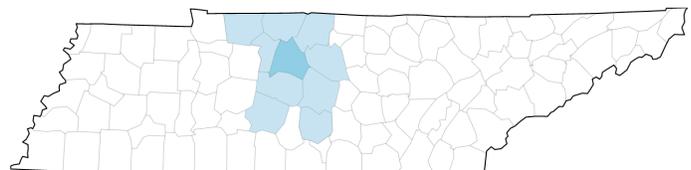
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Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



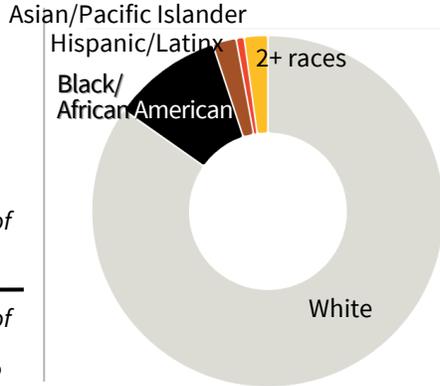
INFORMATION TECHNOLOGY SERVICES, 2022

73% Male (101)

27% Female (37)

10.5 Average years of employment, **fulltime male**

14.4 Average years of employment, **fulltime female**



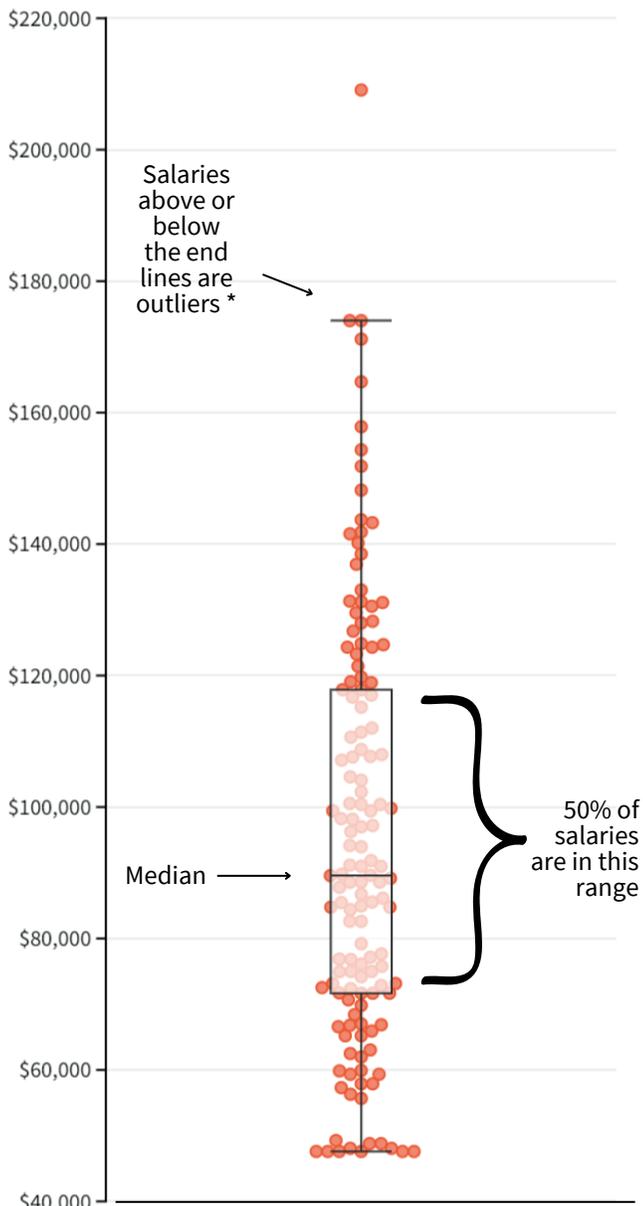
Director



- Chief Info Officer
- White
- Male
- Age: 55-59
- Years of Employment: 14
- Salary: \$209,075

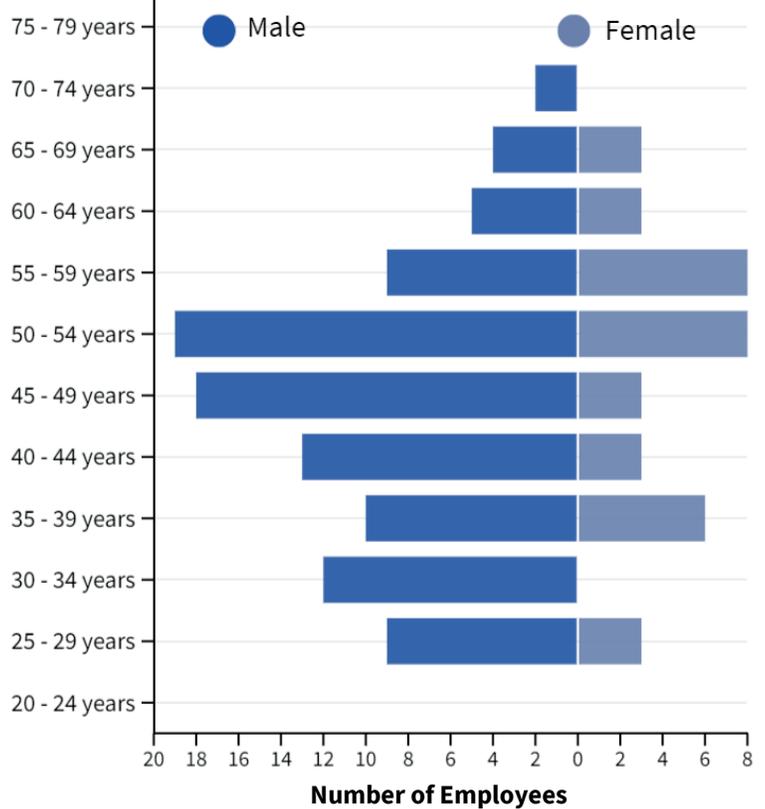
Status	# of Employees
Full Time	138
TOTAL	138

Salary Distribution, FT Employees



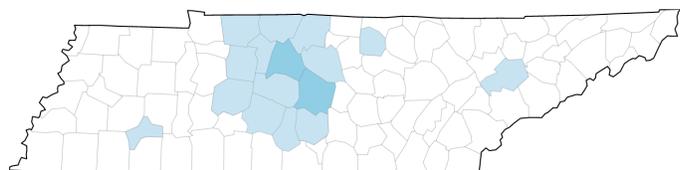
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



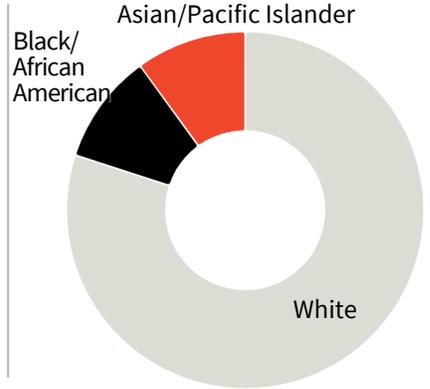
INTERNAL AUDIT, 2022

40% Male (4)

60% Female (6)

11 Average years of employment, **fulltime male**

5.3 Average years of employment, **fulltime female**

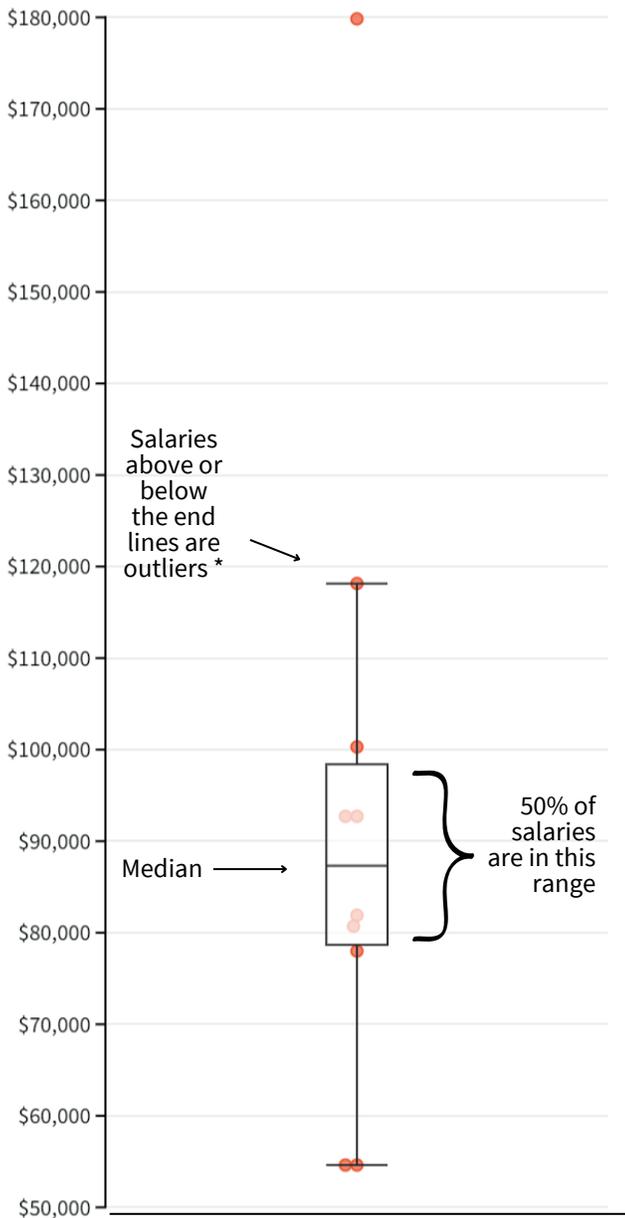


Director

- Metropolitan Auditor
- White
- Female
- Age: 40-44
- Years of Employment: 5
- Salary: \$179,837

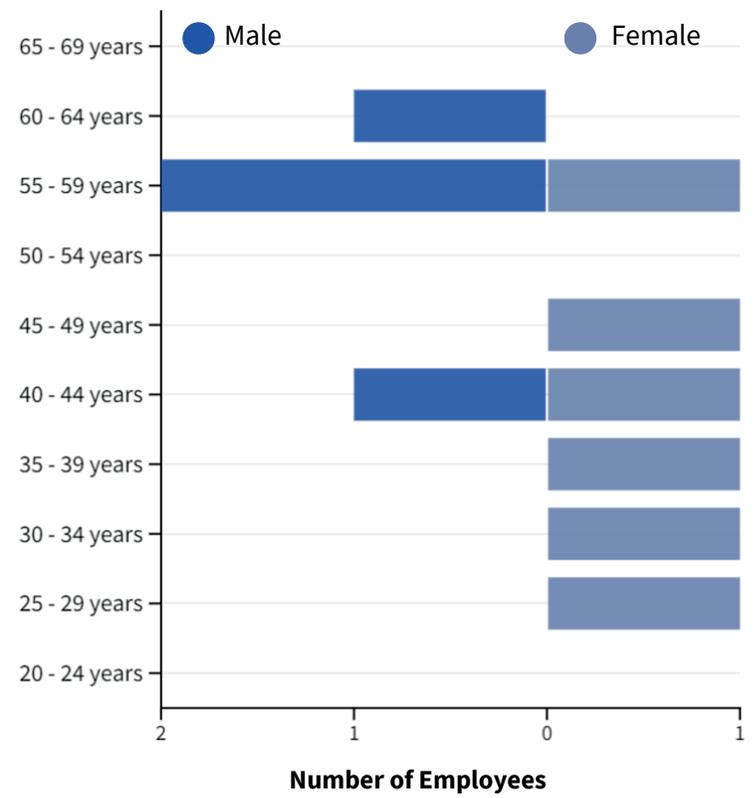
Status	# of Employees
Full Time	10
TOTAL	10

Salary Distribution, FT Employees

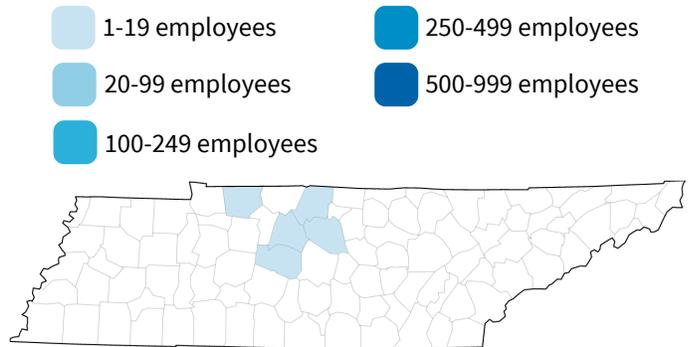


*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence



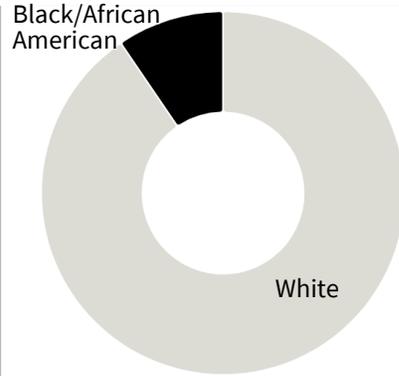
JUSTICE INTEGRATION SERVICES, 2022

76% Male (16)

24% Female (5)

14.1 Average years of employment, **fulltime male**

20.5 Average years of employment, **fulltime female**



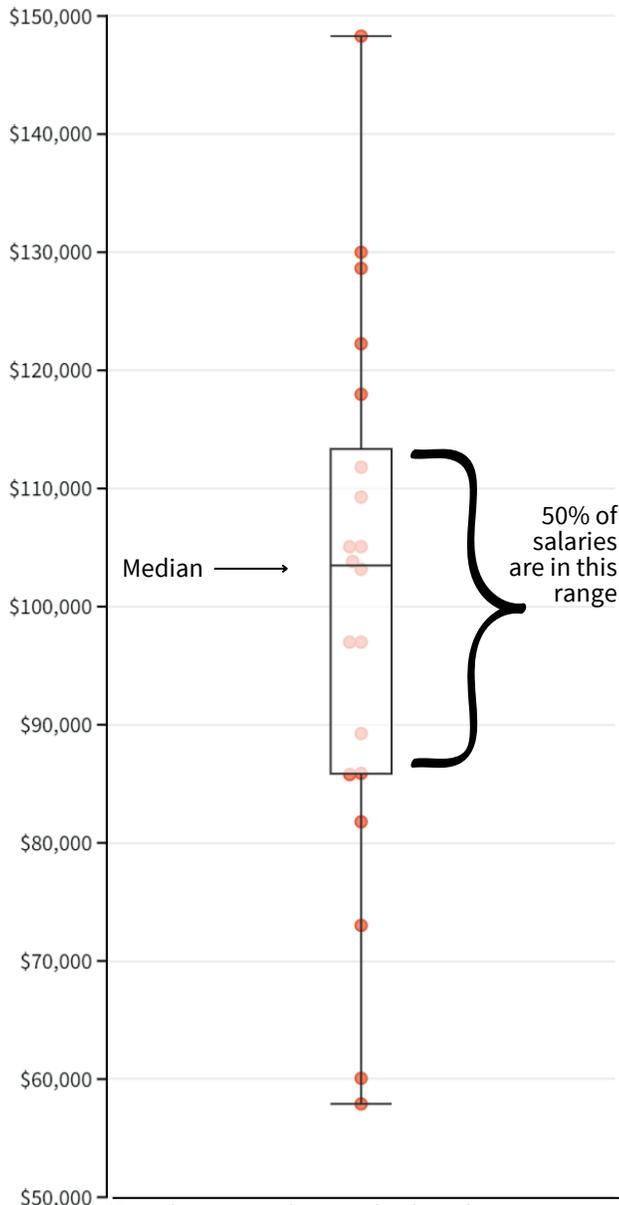
Director



- Justice Info Systems Director
- White
- Female
- Age: 50-54
- Years of Employment: 22
- Salary: \$148,294

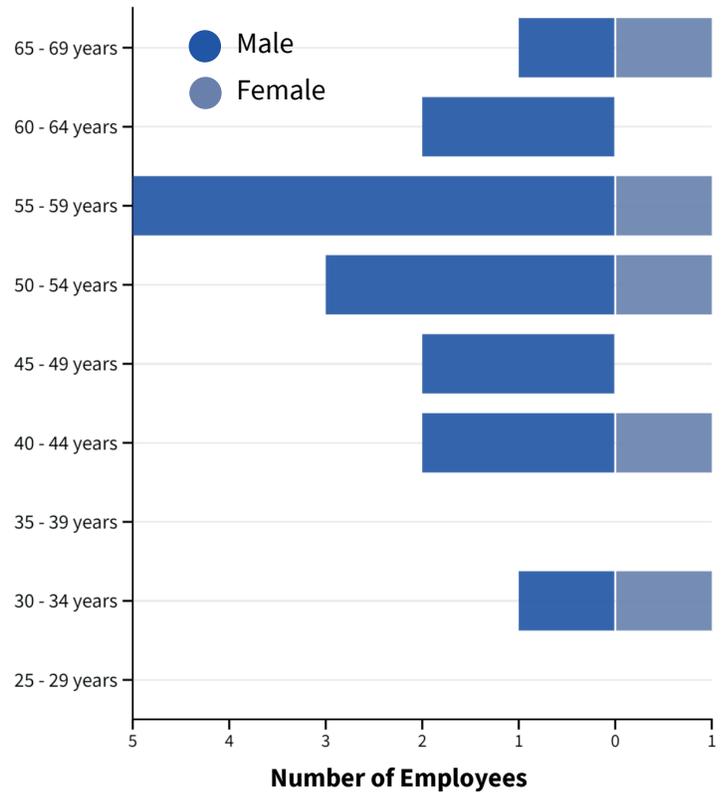
Status	# of Employees
Full Time	20
Part Time	1
TOTAL	21

Salary Distribution, FT Employees



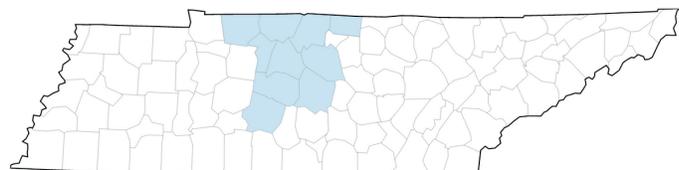
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



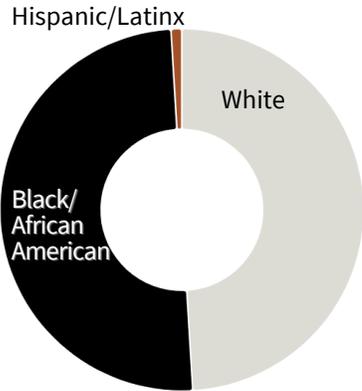
JUVENILE COURT, 2022

36% Male (37)

64% Female (67)

13.8 Average years of employment, **fulltime male**

13.9 Average years of employment, **fulltime female**



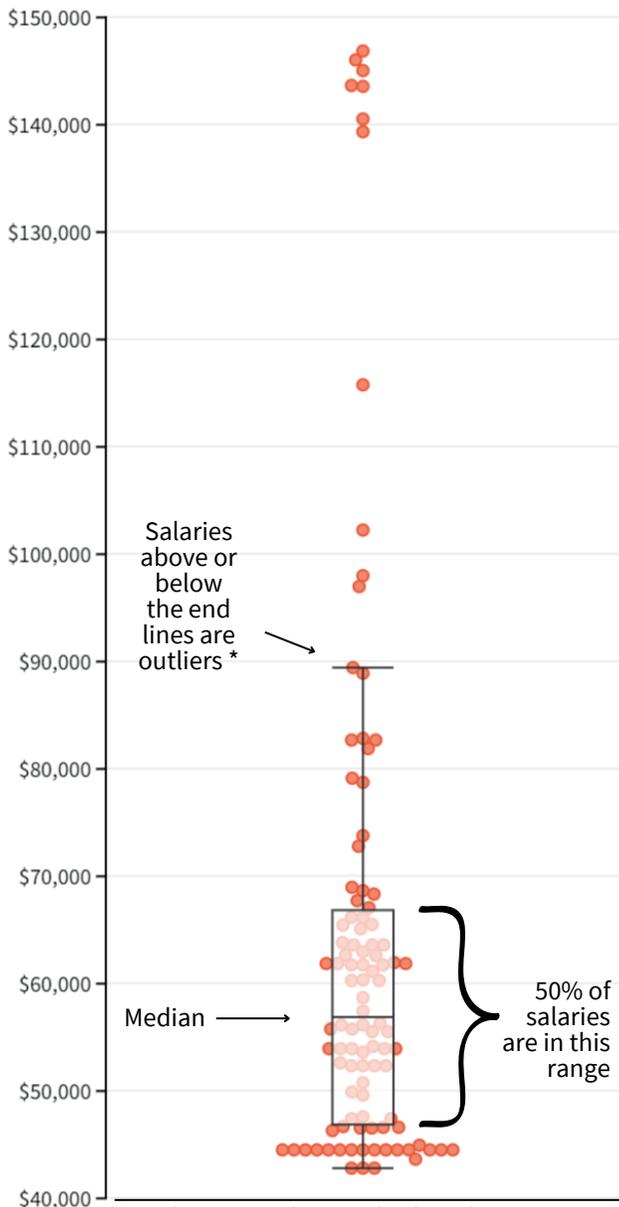
Director

Elected Official

- Juvenile Court Judge
- Black/African American
- Female
- Age: 50-54
- Years of Employment: 9
- Salary: \$194,808

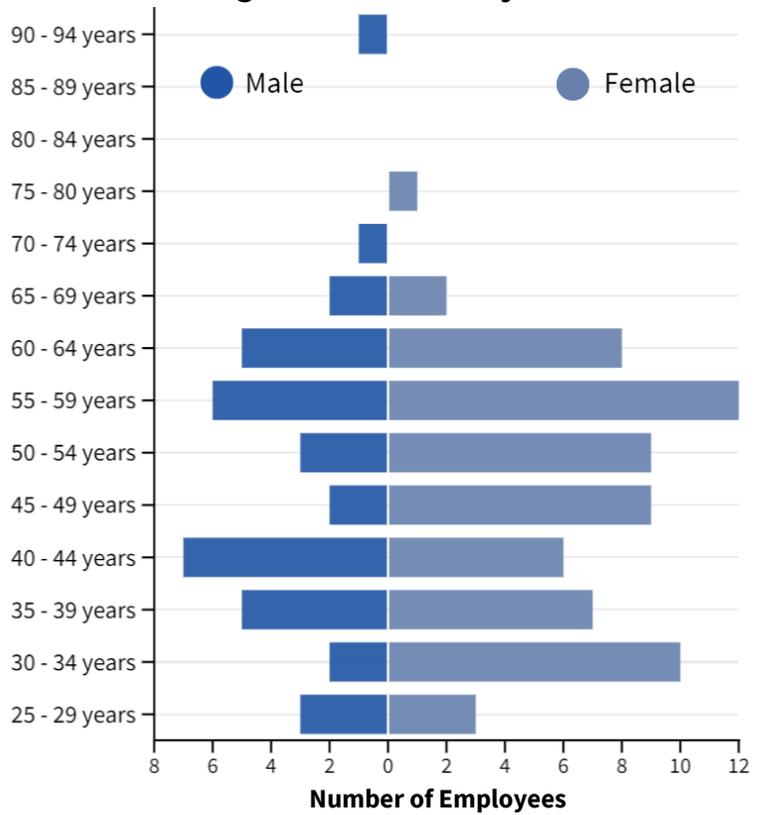
Status	# of Employees
Full Time	102
Part Time	2
TOTAL	104

Salary Distribution, FT Employees



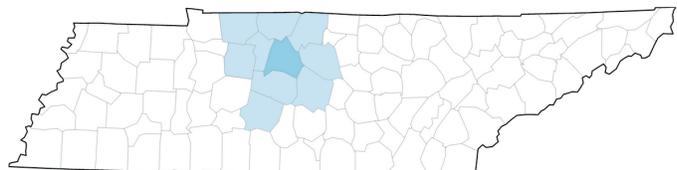
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



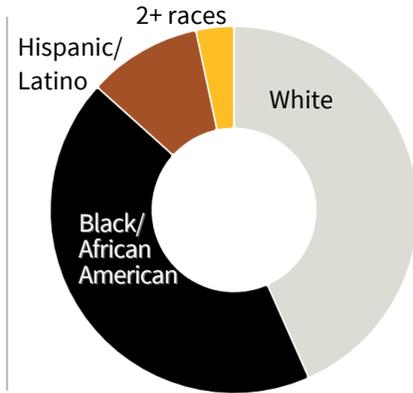
JUVENILE COURT CLERK, 2022

27% Male (8)

73% Female (22)

12.8 Average years of employment, **fulltime male**

12.3 Average years of employment, **fulltime female**



Director

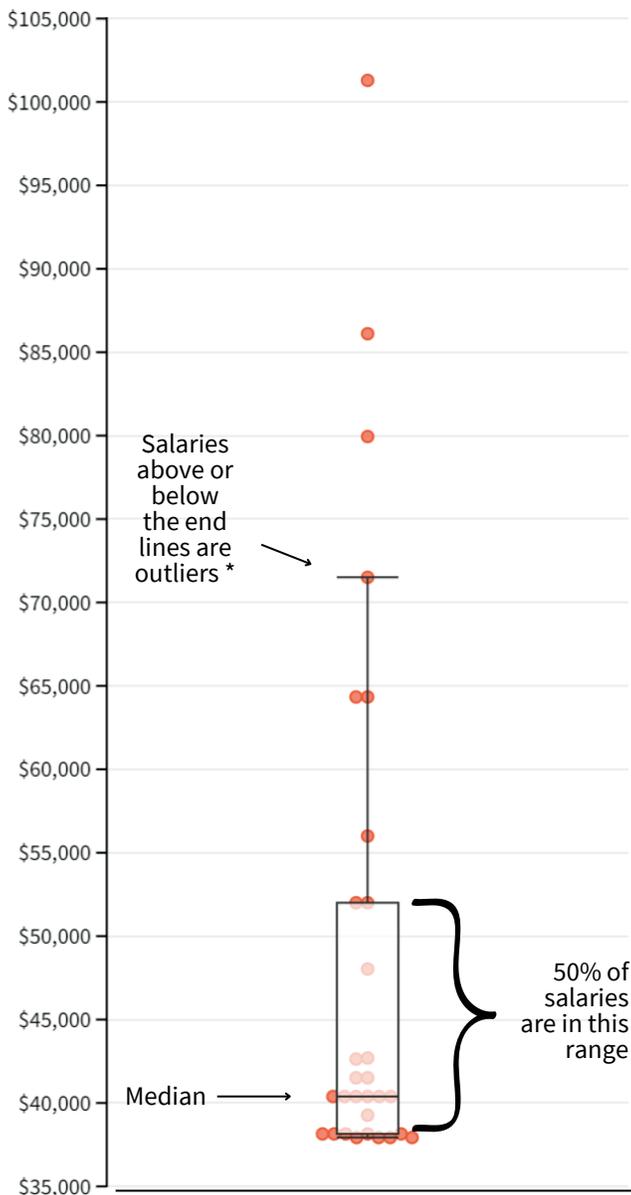
Elected Official



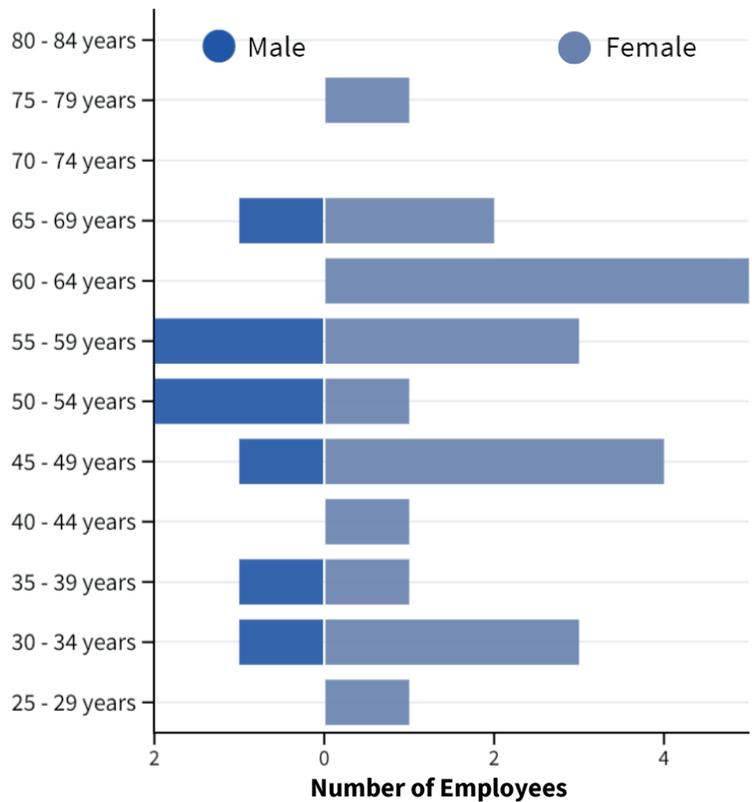
- Juvenile Court Clerk
- Black/African American
- Male
- Age: 40-44
- Years of Employment: 8
- Salary: \$157,573

Status	# of Employees
Full Time	30
TOTAL	30

Salary Distribution, FT Employees

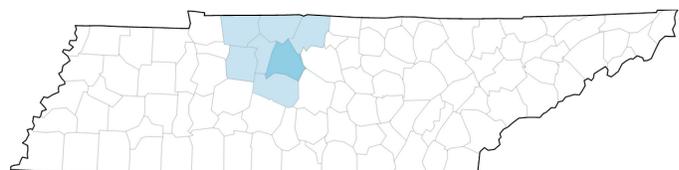


Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

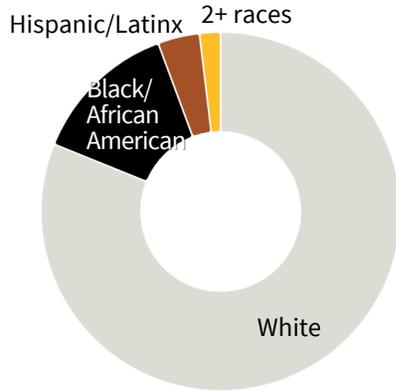
LAW, 2022

36% Male (19)

64% Female (34)

9.9 Average years of employment, **fulltime male**

9.3 Average years of employment, **fulltime female**

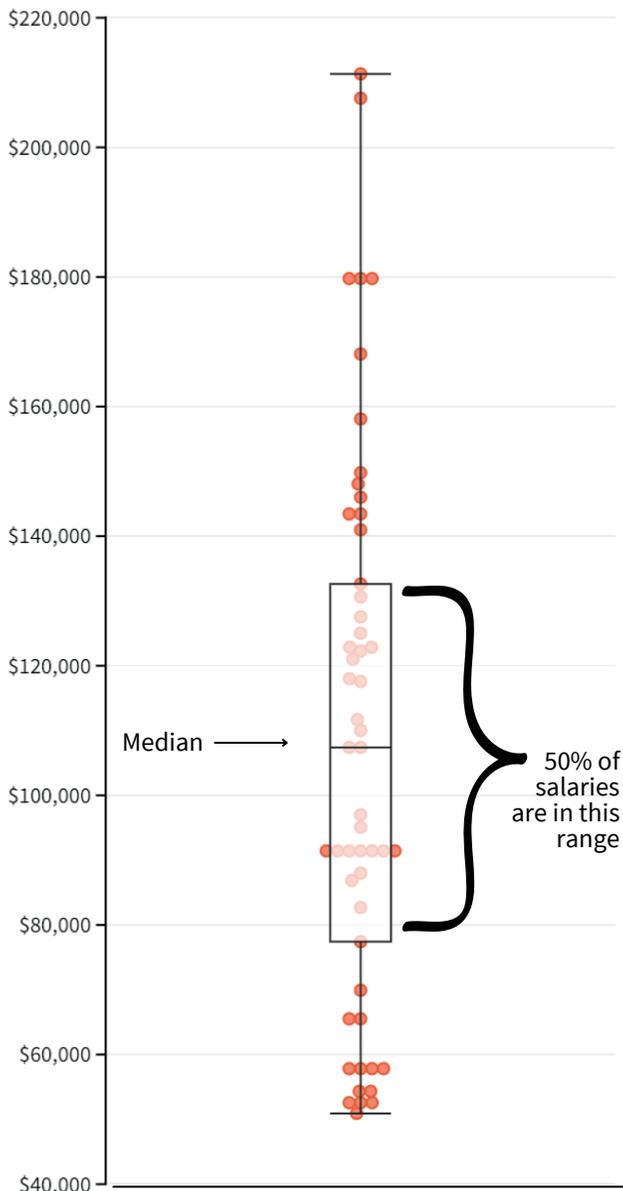


Director

- Metropolitan Attorney
- White
- Male
- Age: 65-69
- Years of Employment: 2
- Salary: \$211,339

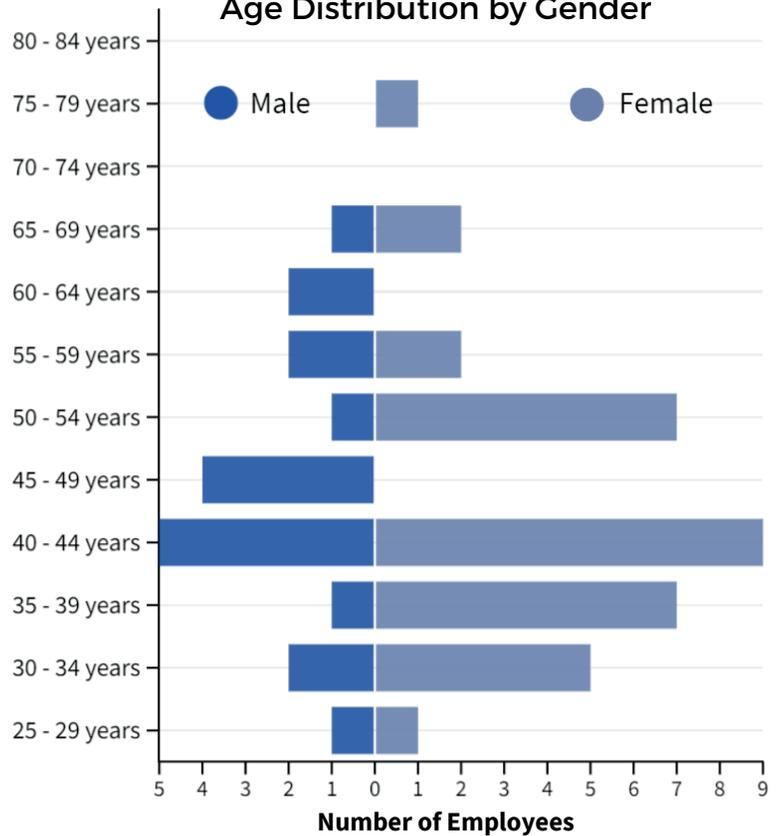
Status	# of Employees
Full Time	53
TOTAL	53

Salary Distribution, FT Employees



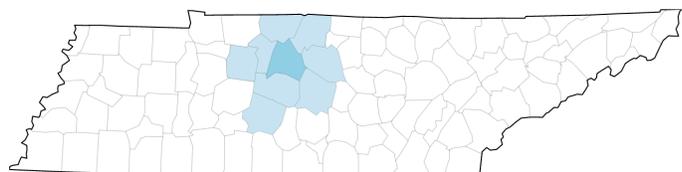
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



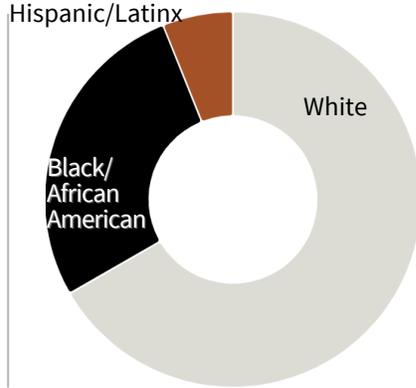
MAYOR'S OFFICE, 2022

58% Male (19)

42% Female (14)

3.7 Average years of employment, **fulltime male**

6.5 Average years of employment, **fulltime female**



Director

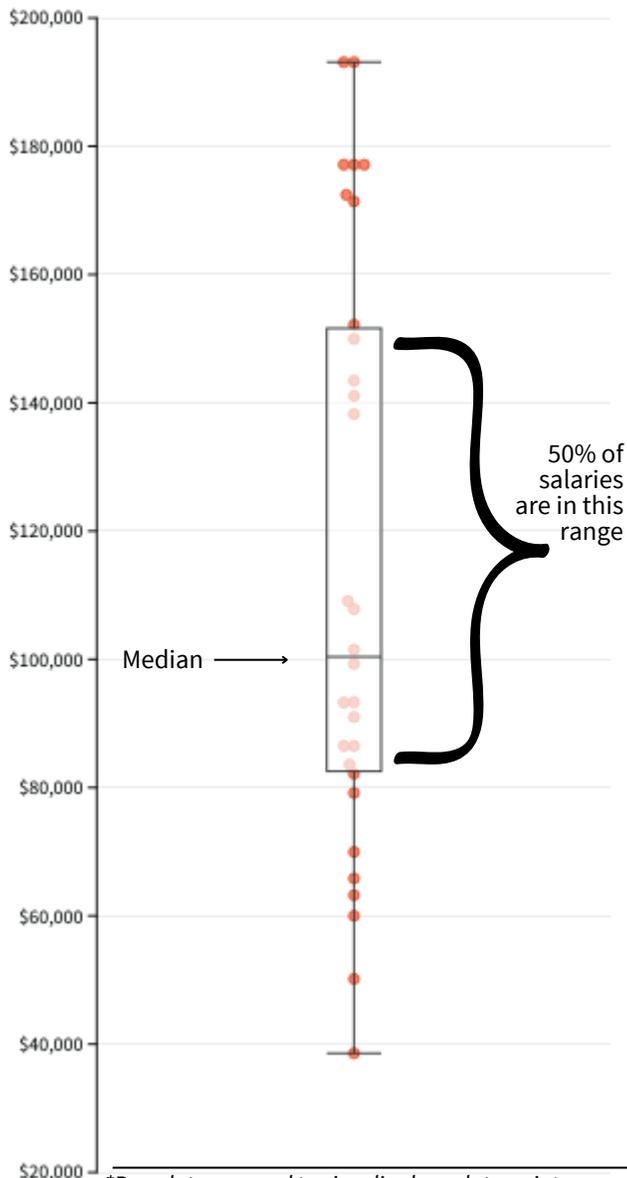
Elected Official



- Mayor
- White
- Male
- Age: 65-69
- Years of Employment: 4
- Salary: \$180,000

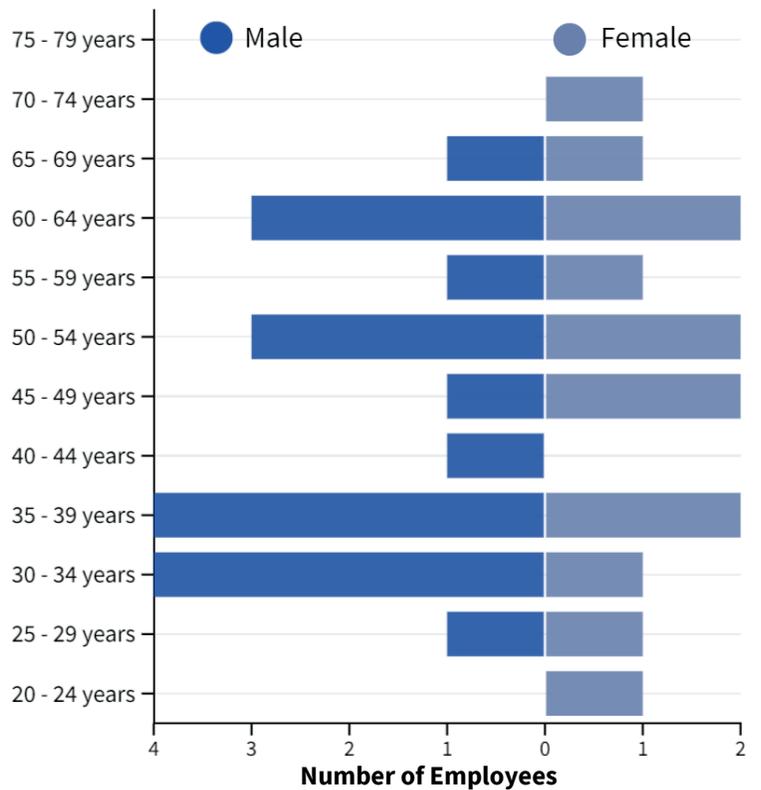
Status	# of Employees
Full Time	30
Part Time	3
TOTAL	33

Salary Distribution, FT Employees



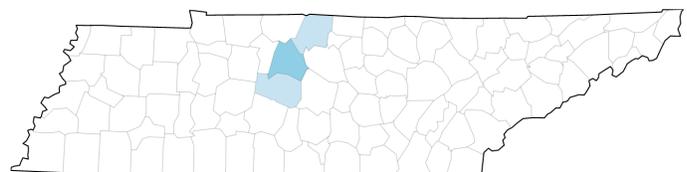
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



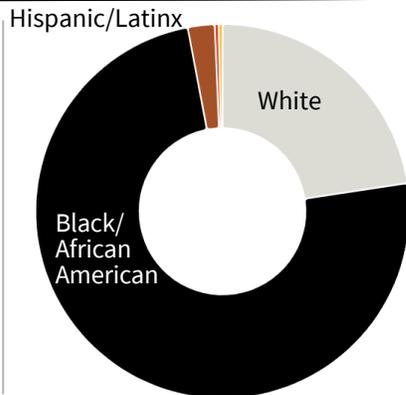
METRO ACTION COMMISSION, 2022

14% Male (43)

86% Female (258)

10.4 Average years of employment, **fulltime male**

8.7 Average years of employment, **fulltime female**



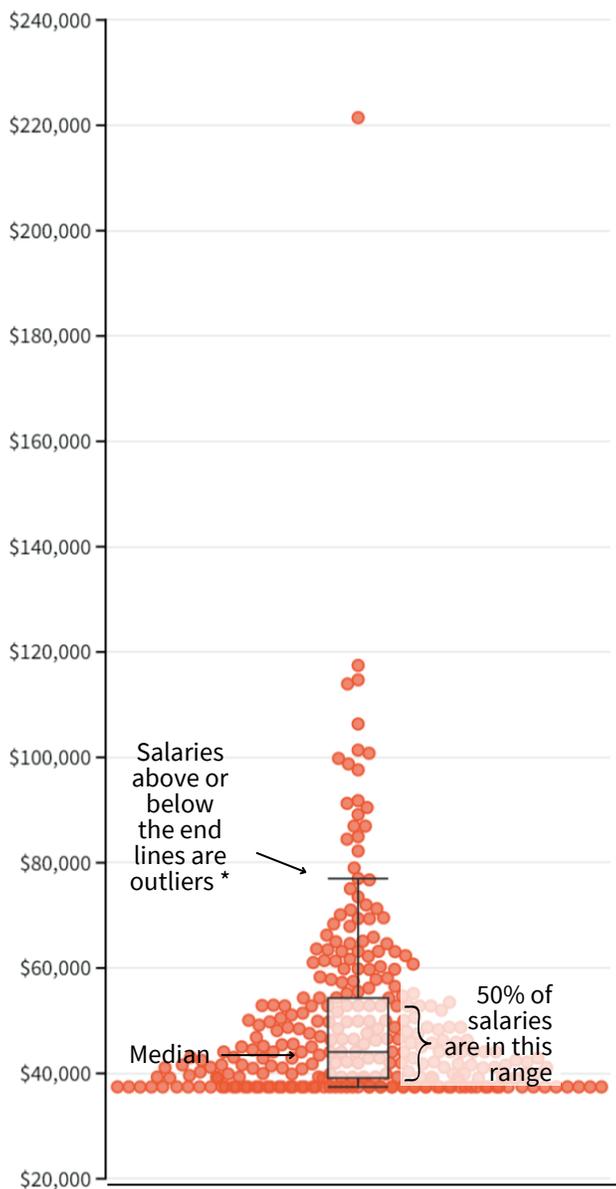
Director



- Executive Director
- Black/African American
- Female
- Age: 60-64
- Years of Employment: 23
- Salary: \$221,448

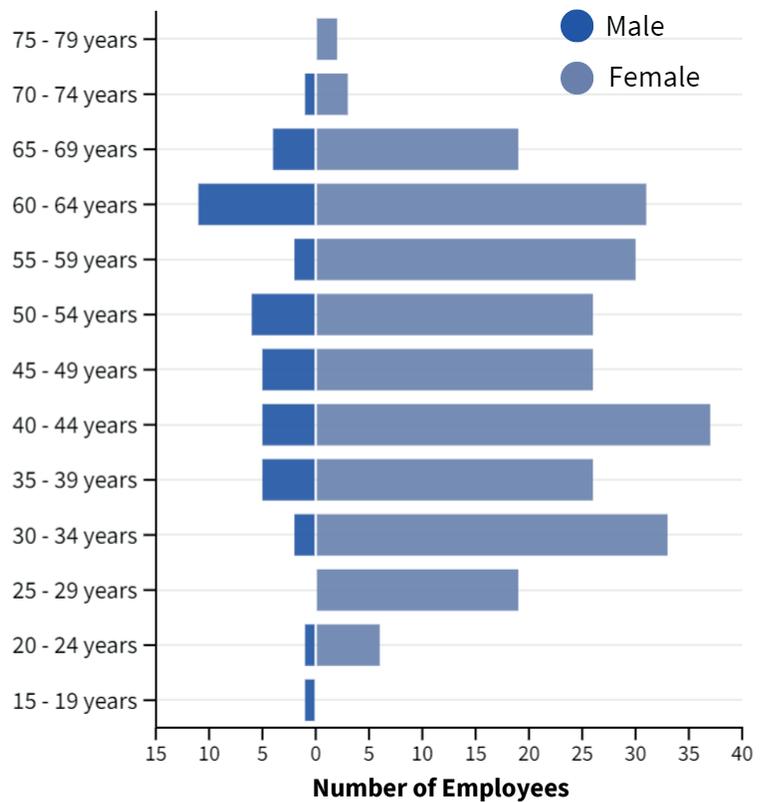
Status	# of Employees
Full Time	288
Part Time	10
Seasonal	3
TOTAL	301

Salary Distribution, FT Employees



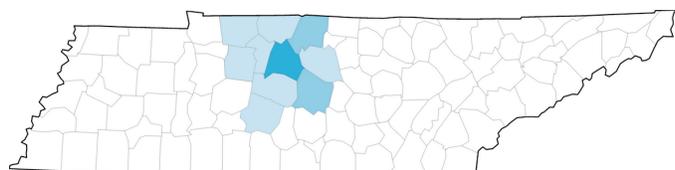
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



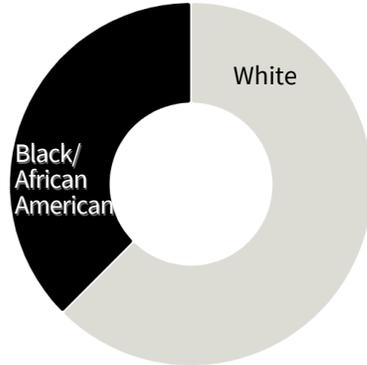
METROPOLITAN CLERK, 2022

38% Male (3)

63% Female (5)

6.7 Average years of employment, **fulltime male**

4.8 Average years of employment, **fulltime female**



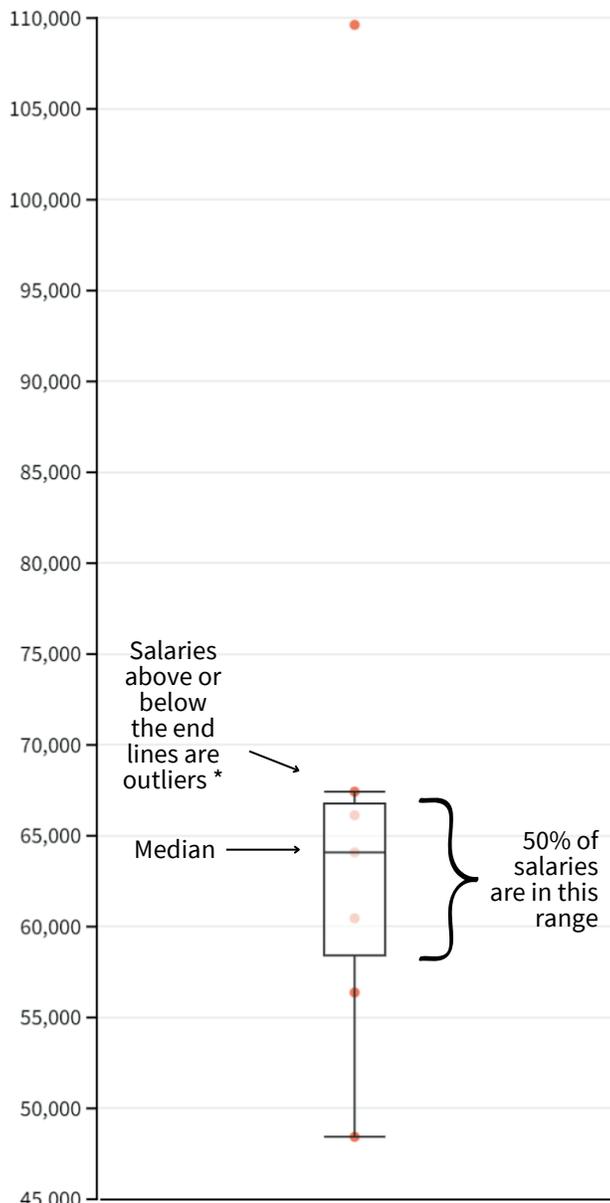
Director



- Metropolitan Clerk
- White
- Male
- Age: 40-44
- Years of Employment: 11
- Salary: \$109,623

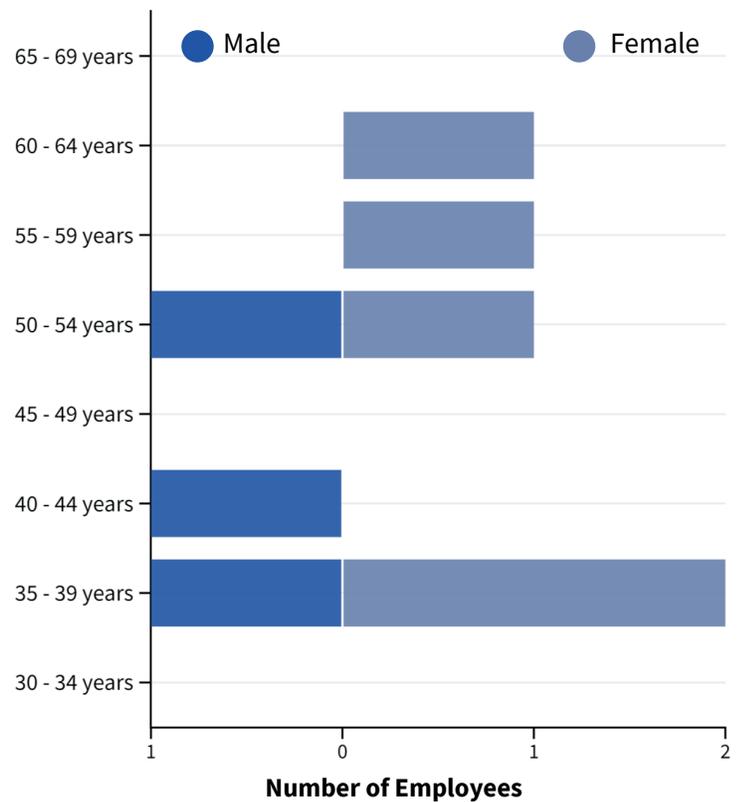
Status	# of Employees
Full Time	7
Part Time	1
TOTAL	8

Salary Distribution, FT Employees



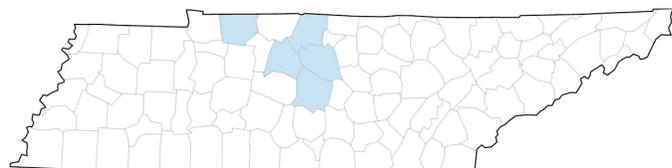
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



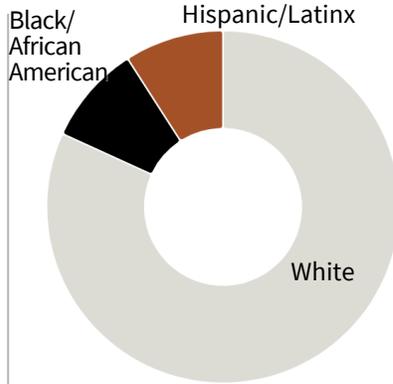
METROPOLITAN COUNCIL, 2022

27% Male (3)

73% Female (8)

3.7 Average years of employment, **fulltime male**

16.6 Average years of employment, **fulltime female**



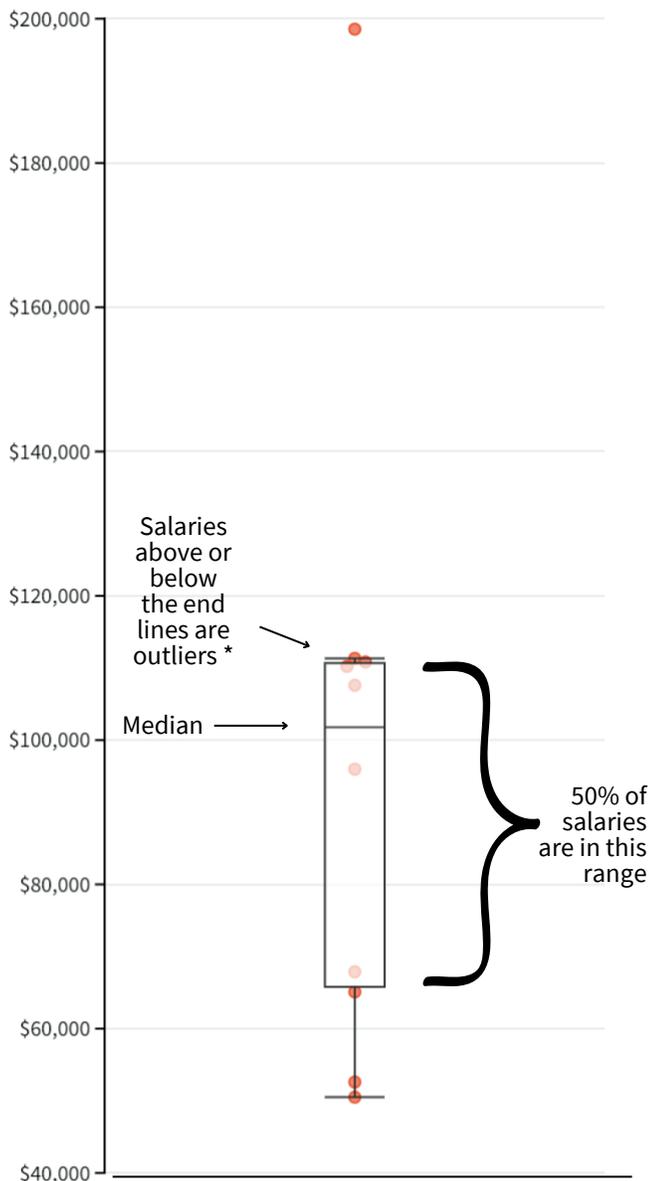
Director



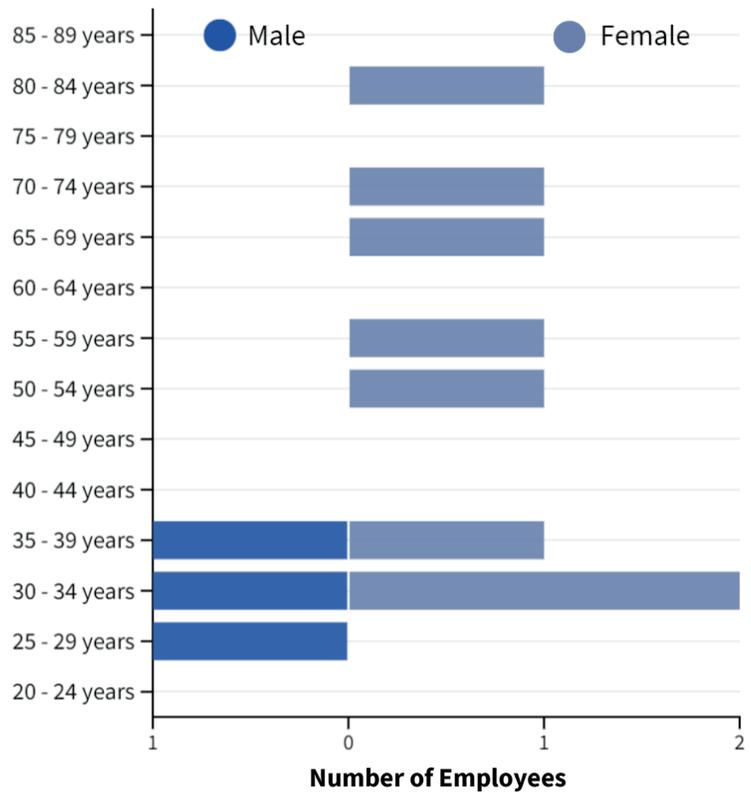
- Director/Special Council
- White
- Female
- Age: 50-54
- Years of Employment: 22
- Salary: \$198,550

Status	# of Employees
Full Time	10
Part Time	1
TOTAL	11

Salary Distribution, FT Employees

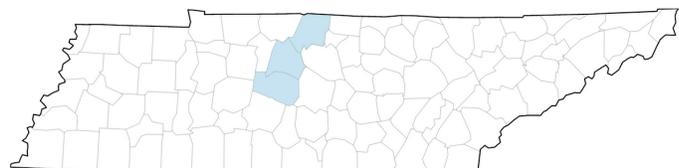


Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

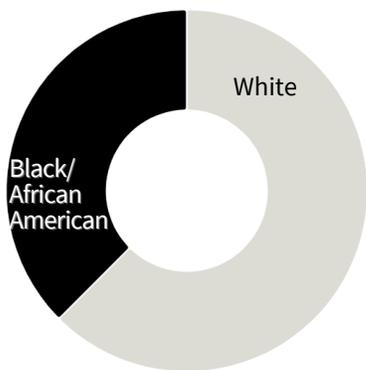
MUNICIPAL AUDITORIUM, 2022

75% Male (6)

25% Female (2)

4.3 Average years of employment, **fulltime male**

10.5 Average years of employment, **fulltime female**

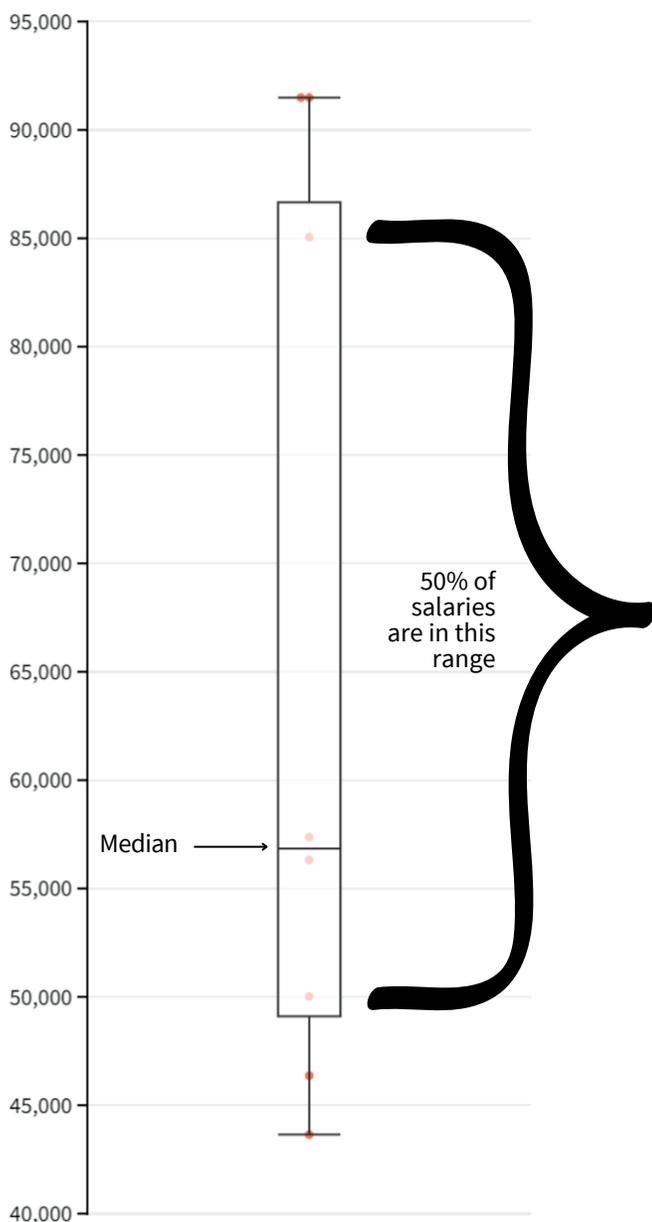


Director

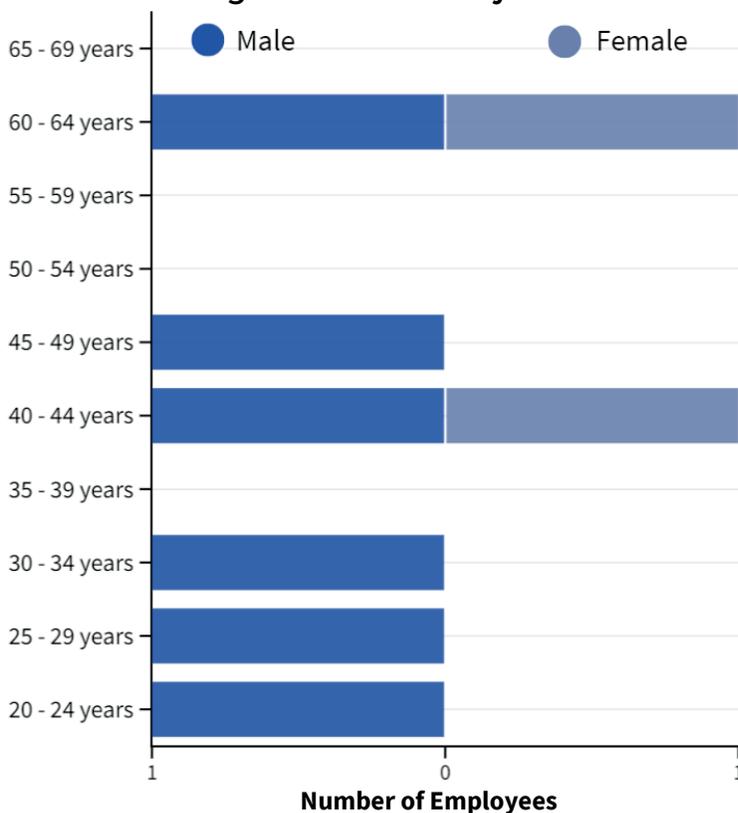
It is unclear from the data which employee serves in a Director role.

Status	# of Employees
Full Time	8
TOTAL	8

Salary Distribution, FT Employees

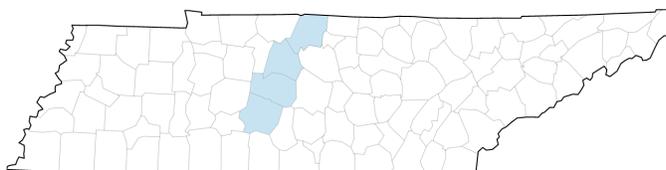


Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

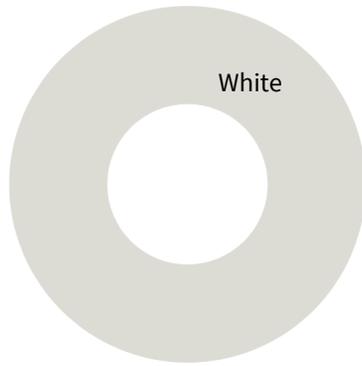
OFFICE OF EMERGENCY MANAGEMENT, 2022

73% Male (11)

27% Female (4)

7.7 Average years of employment, **fulltime male**

13.5 Average years of employment, **fulltime female**



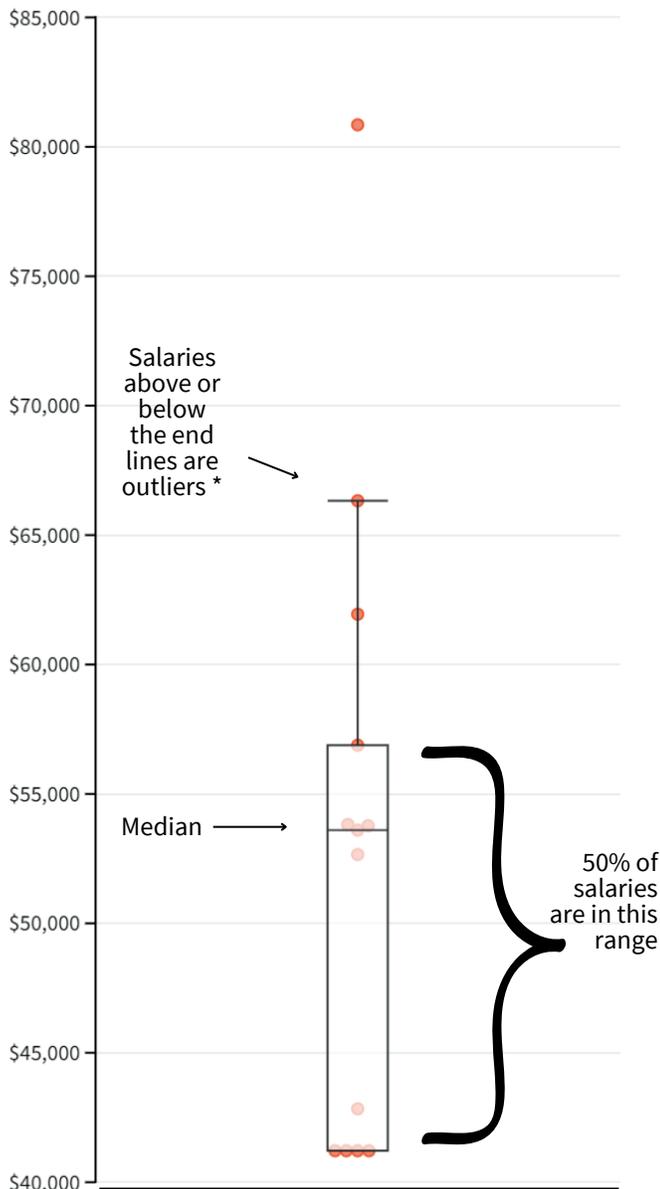
Director



- Fire Chief
- Black/African American
- Male
- Age: 55-59
- Years of Employment: 28
- Salary: \$224,882

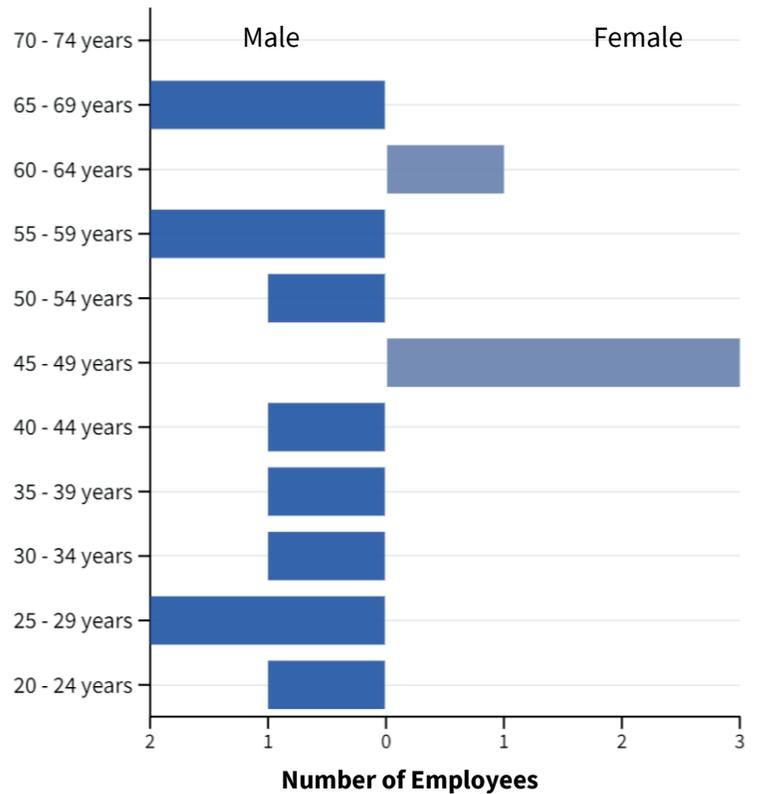
Status	# of Employees
Full Time	13
Part Time	2
TOTAL	15

Salary Distribution, FT Employees



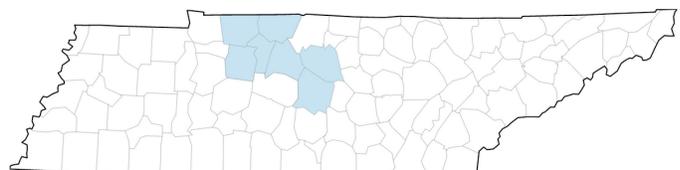
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



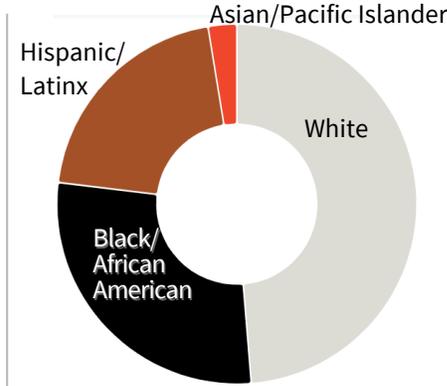
OFFICE OF FAMILY SAFETY, 2022

8% Male (3)

92% Female (36)

3.3 Average years of employment, **fulltime male**

4.1 Average years of employment, **fulltime female**



Director



- Director
- White
- Female
- Age: 55-59
- Years of Employment: 9
- Salary: \$136,519

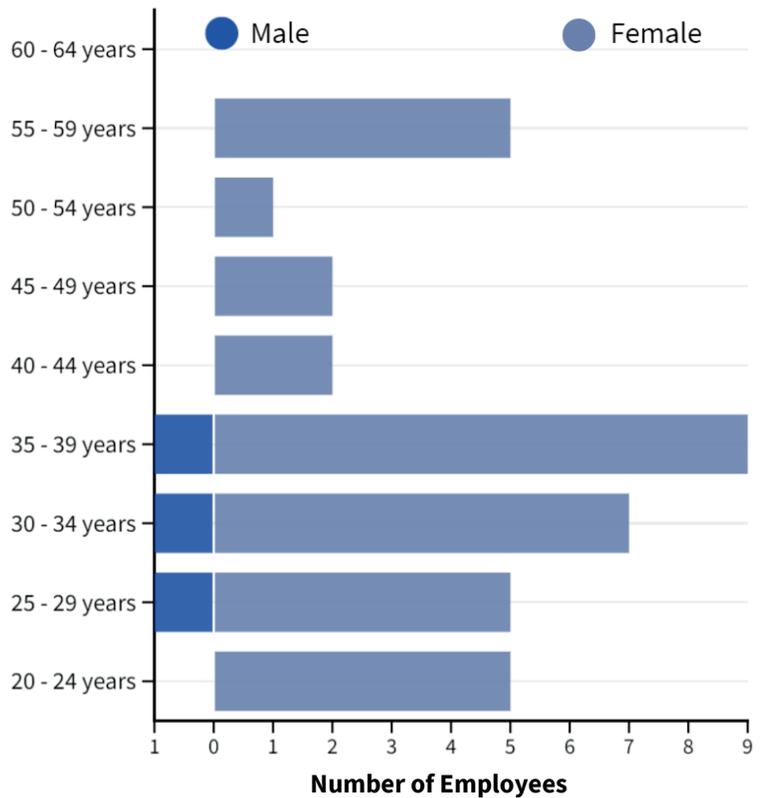
Status	# of Employees
Full Time	39
TOTAL	39

Salary Distribution, FT Employees



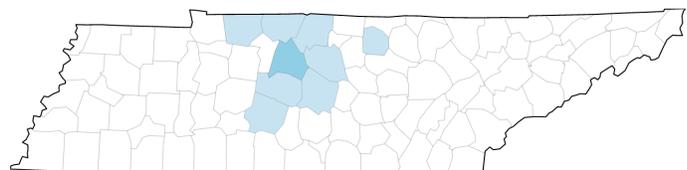
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



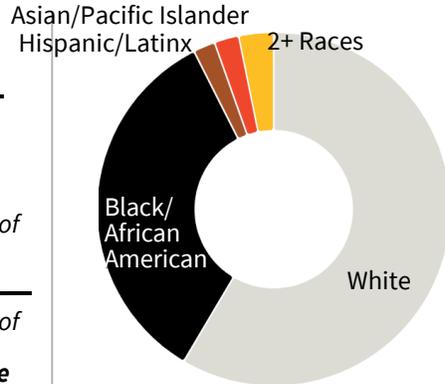
PARKS DEPARTMENT, 2022

58% Male (488)

42% Female (358)

12.9 Average years of employment, **fulltime male**

13.5 Average years of employment, **fulltime female**



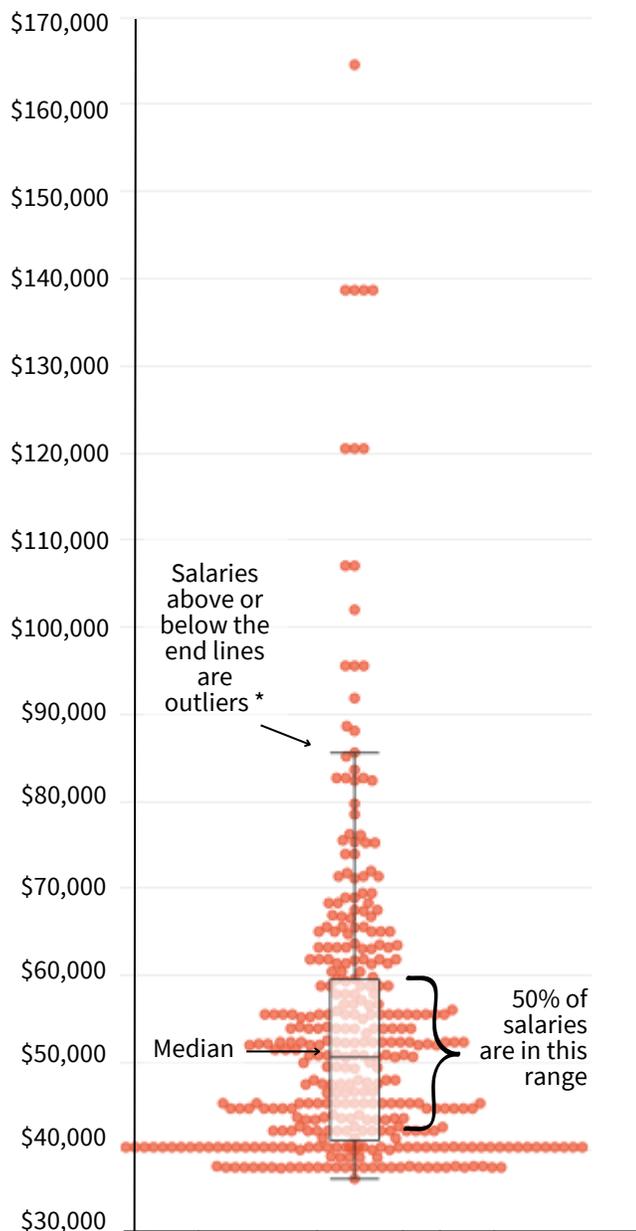
Director



- Parks & Recreation Dir
- Black/African American
- Female
- Age: 50-54
- Years of Employment: 21
- Salary: \$164,545

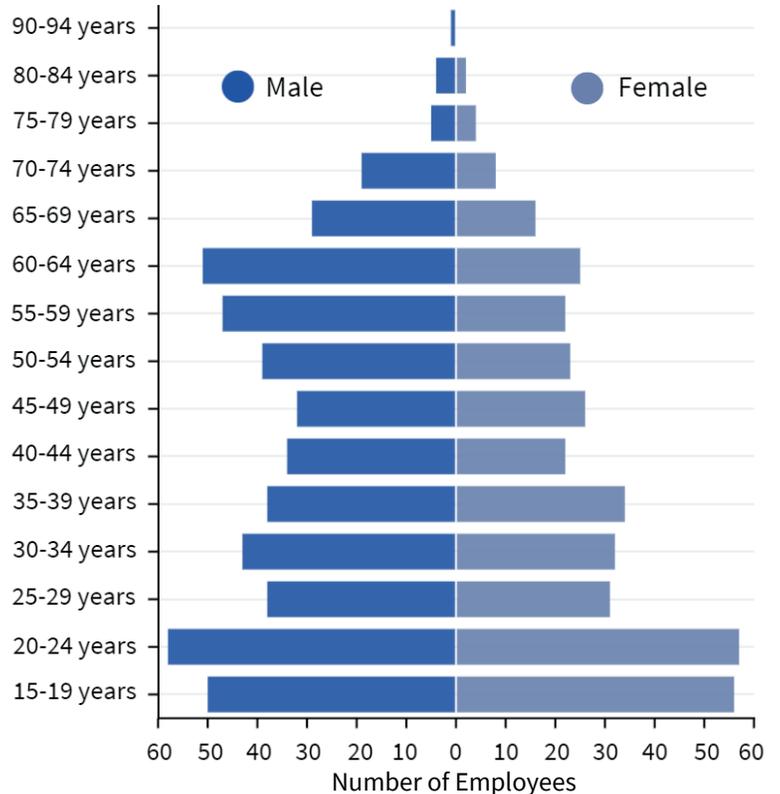
Status	# of Employees
Full Time	364
Part Time	127
Pool	161
Seasonal	194
TOTAL	846

Salary Distribution, FT Employees

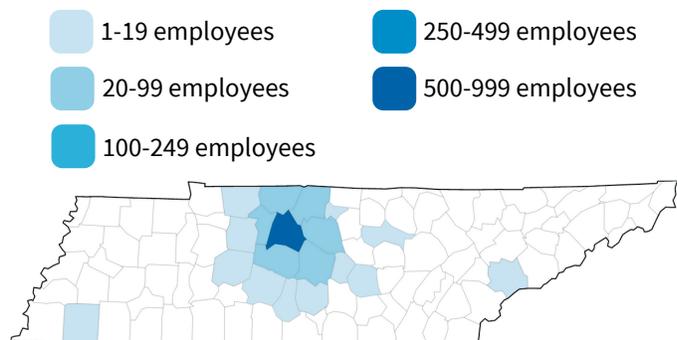


*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County of Residence



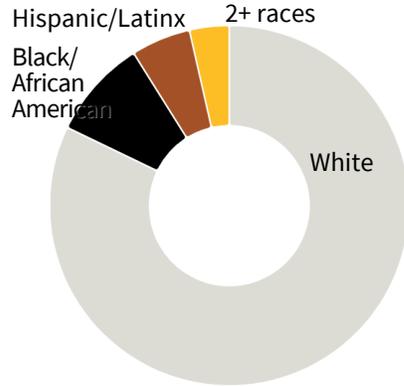
PLANNING COMMISSION, 2022

46% Male (26)

54% Female (30)

7.1 Average years of employment, **fulltime male**

7 Average years of employment, **fulltime female**



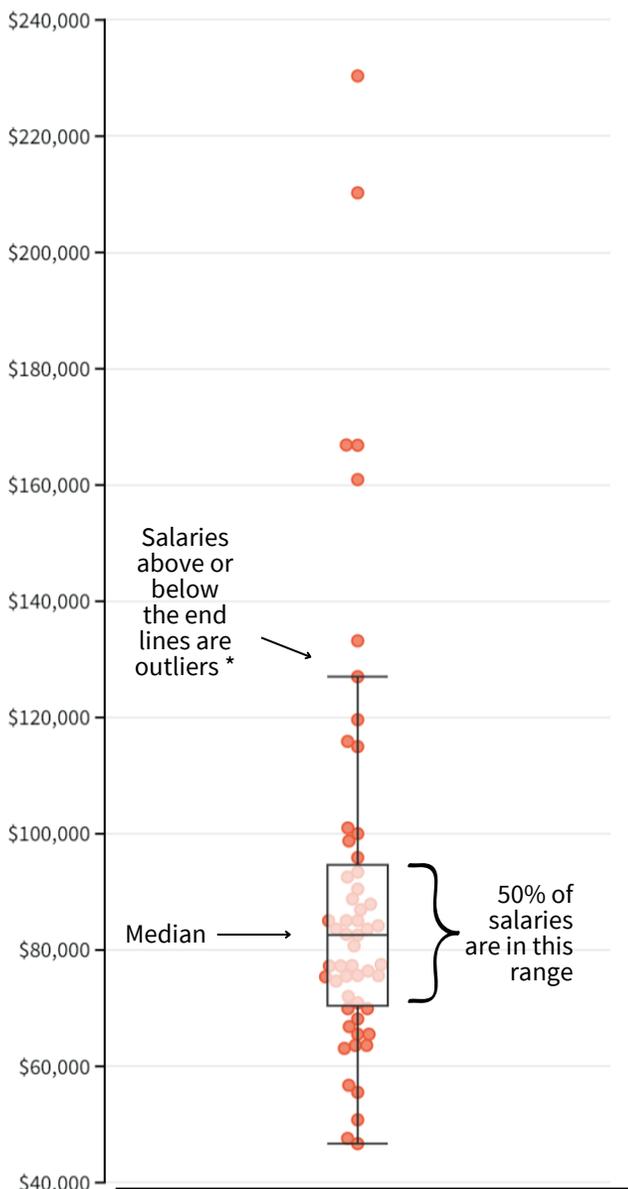
Director



- Executive Director
- White
- Female
- Age: 45-49
- Years of Employment: 7
- Salary: \$210,257

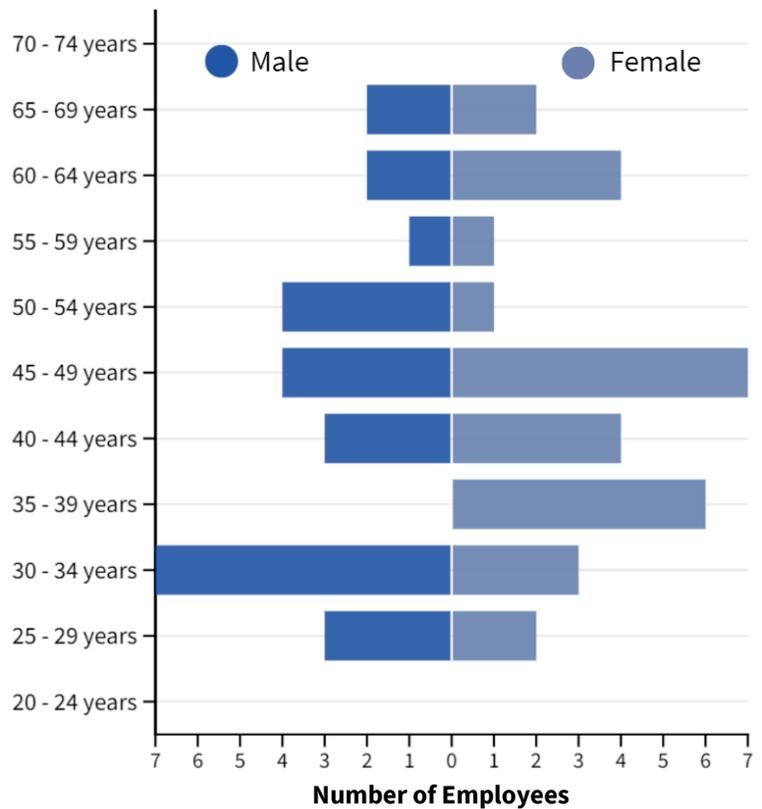
Status	# of Employees
Full Time	55
Part Time	1
TOTAL	56

Salary Distribution, FT Employees



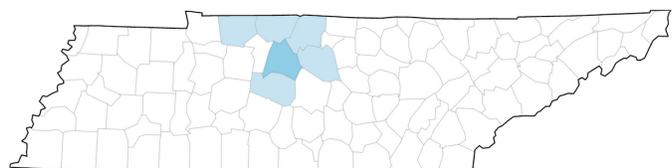
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



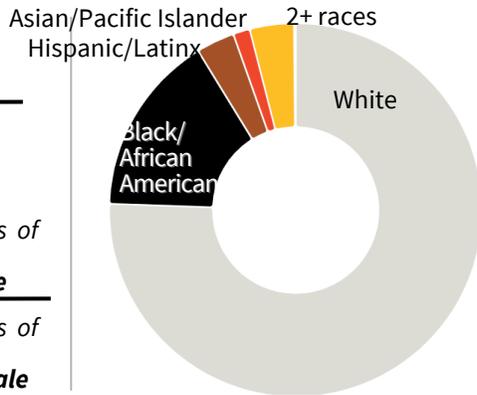
POLICE, 2022

75% Male (1,494)

25% Female (492)

11.9 Average years of employment, **fulltime male**

10.6 Average years of employment, **fulltime female**



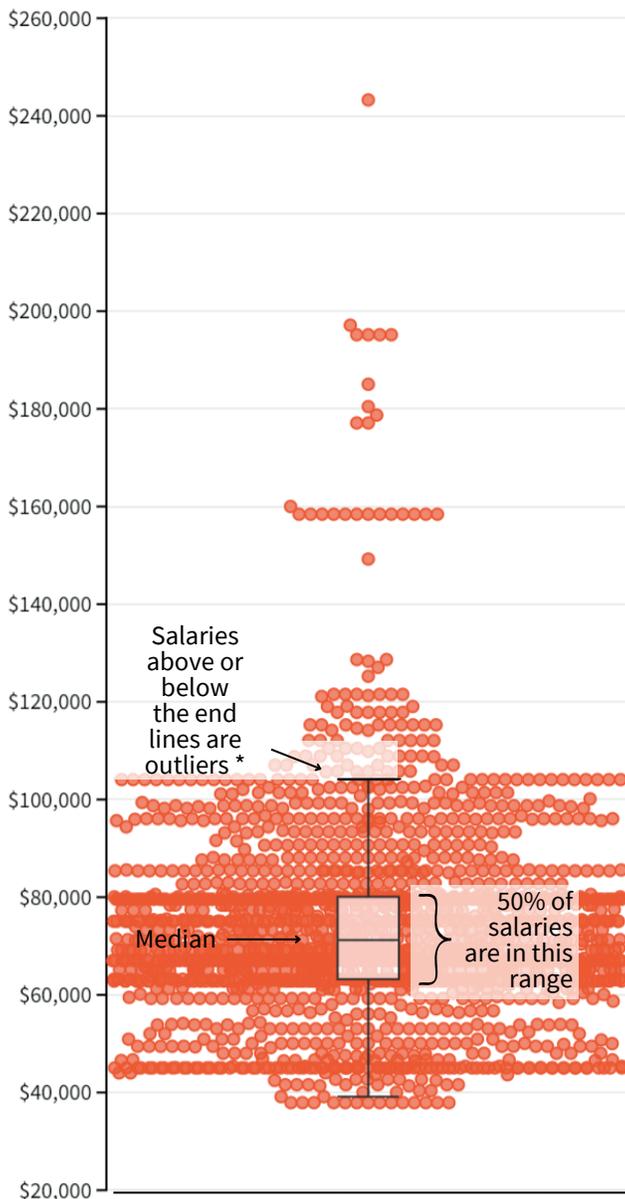
Director



- Police Chief
- Black/African American
- Male
- Age: 55-59
- Years of Employment: 35
- Salary: \$243,257

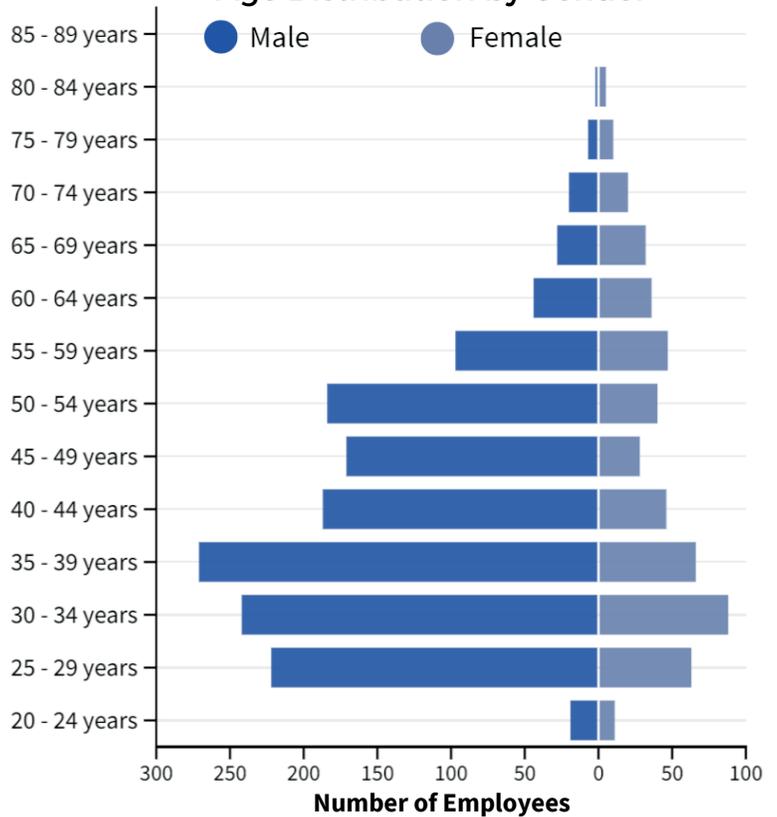
Status	# of Employees
Full Time	1,814
Part Time	172
TOTAL	1,986

Salary Distribution, FT Employees



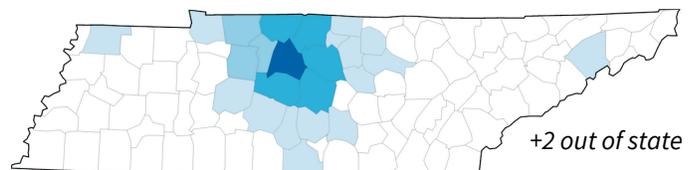
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



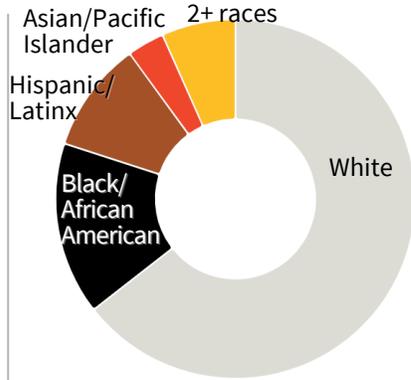
PUBLIC DEFENDER, 2022

30% Male (27)

70% Female (63)

8 Average years of employment, **fulltime male**

9.3 Average years of employment, **fulltime female**



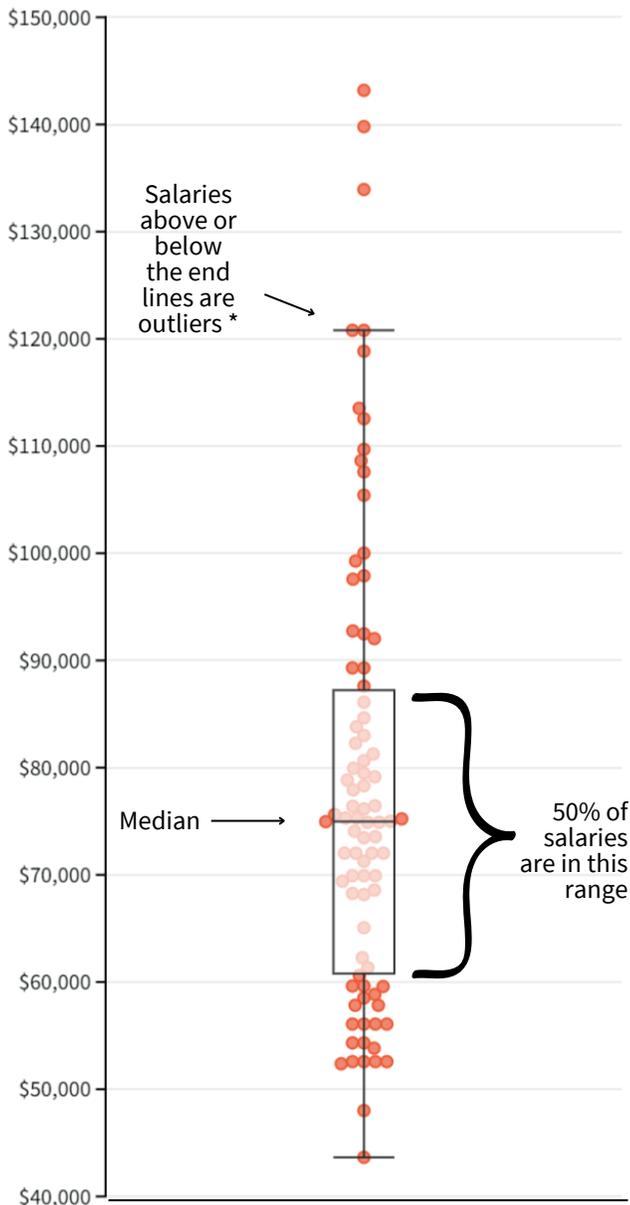
Director

Elected Official

- Public Defender
- Black/African American
- Female
- Age: 40-44
- Years of Employment: 14
- Salary: \$202,130

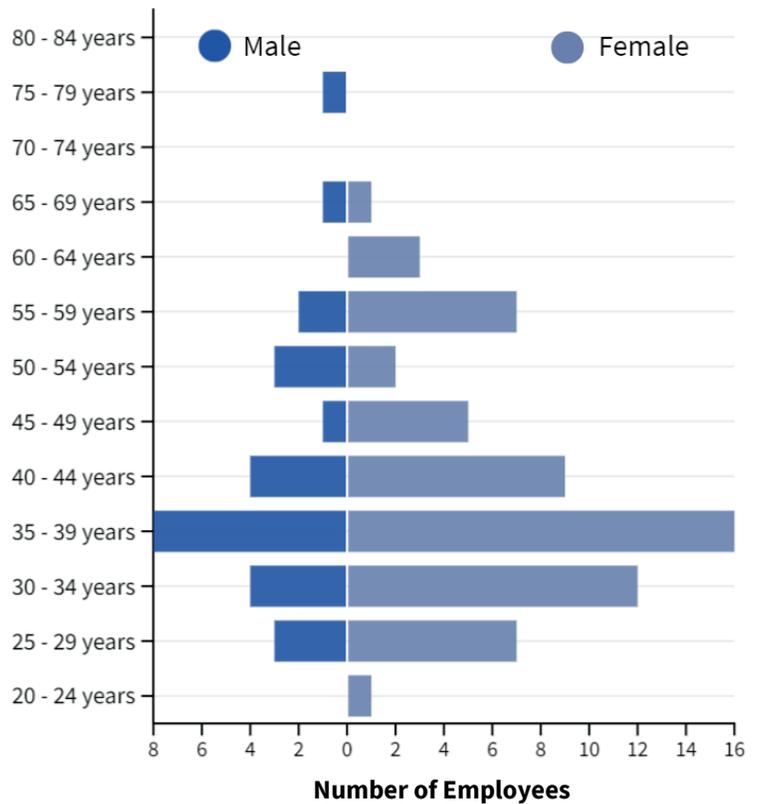
Status	# of Employees
Full Time	86
Part Time	4
TOTAL	90

Salary Distribution, FT Employees



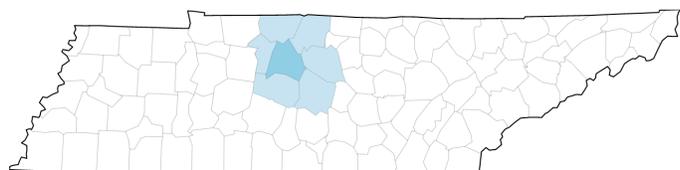
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



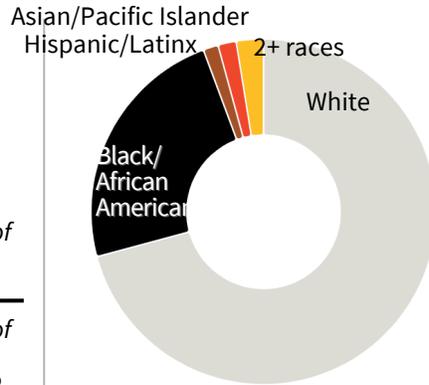
PUBLIC LIBRARY, 2022

33% Male (118)

67% Female (235)

11.4 Average years of employment, **fulltime male**

9.5 Average years of employment, **fulltime female**



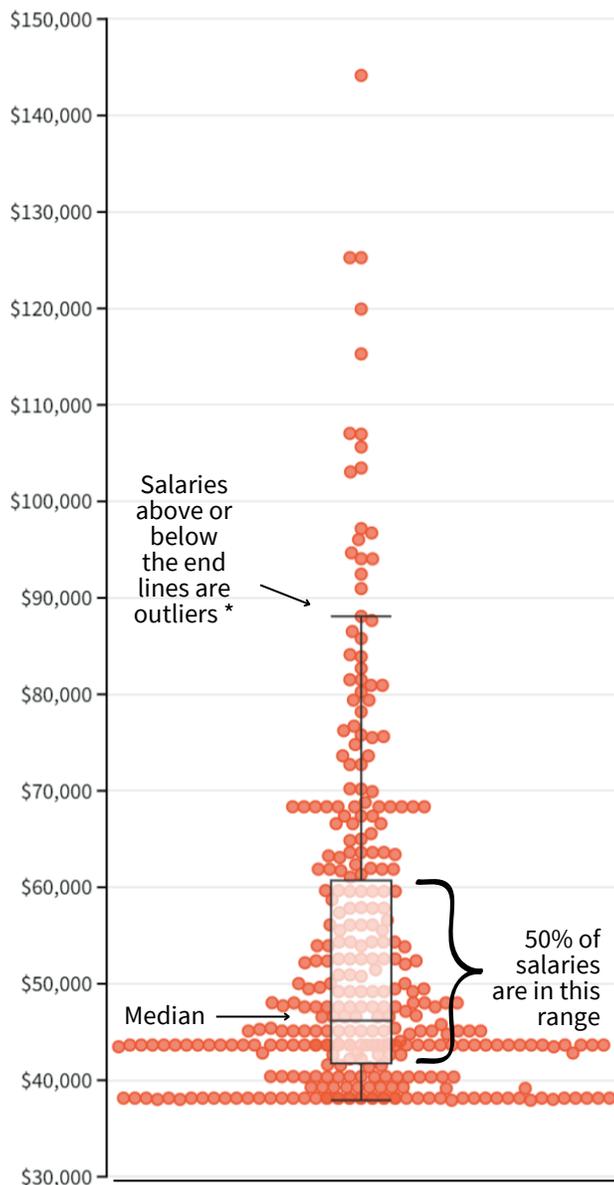
Director



- Library Services Director
- White
- Female
- Age: 65-69
- Years of Employment: 4
- Salary: \$144,151

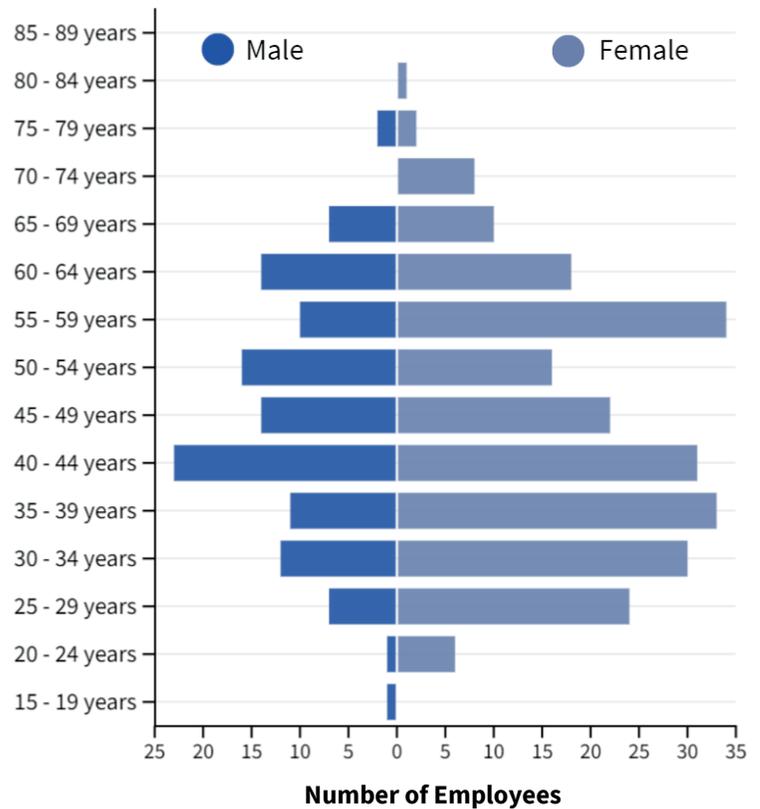
Status	# of Employees
Full Time	330
Part Time	23
TOTAL	353

Salary Distribution, FT Employees



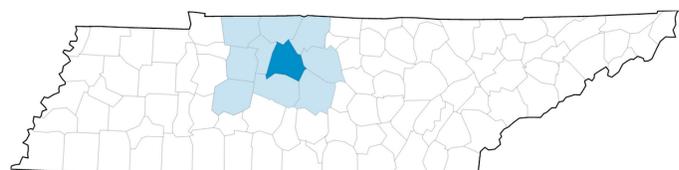
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



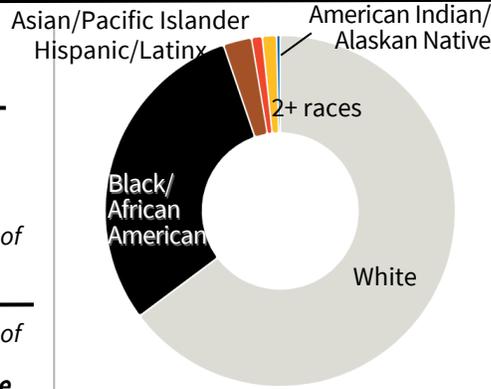
PUBLIC WORKS, 2022

88% Male (266)

13% Female (38)

12.5 Average years of employment, **fulltime male**

9.5 Average years of employment, **fulltime female**



Director



- Director
- White
- Female
- Age: 55-59
- Years of Employment: 1
- Salary: \$233,348

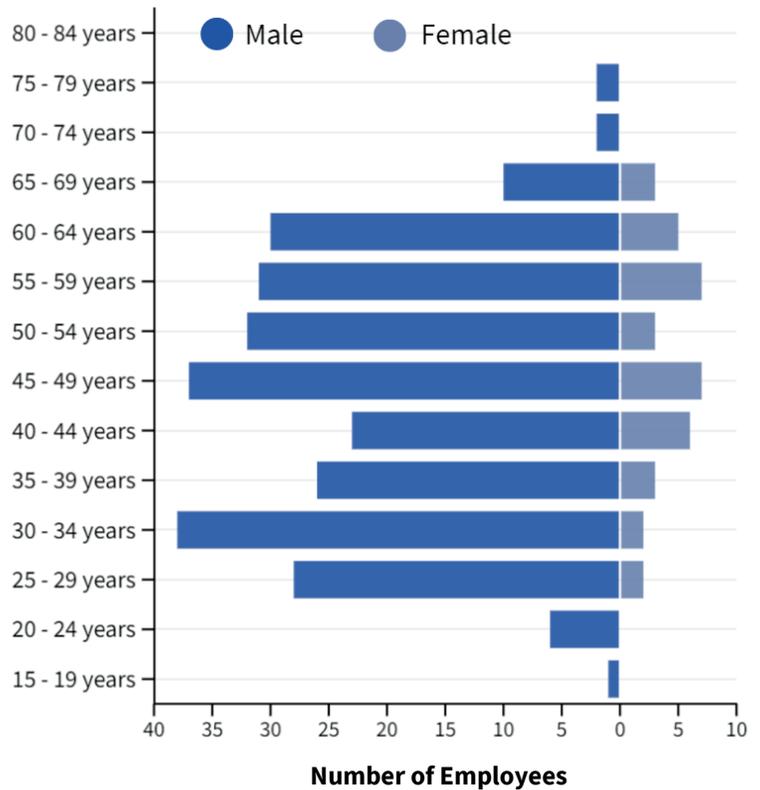
Status	# of Employees
Full Time	301
Part Time	3
TOTAL	304

Salary Distribution, FT Employees



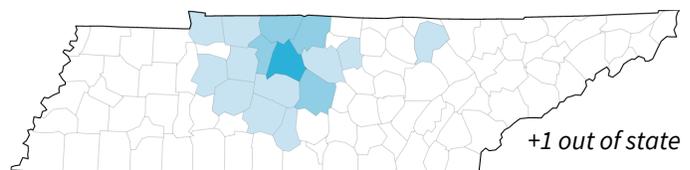
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



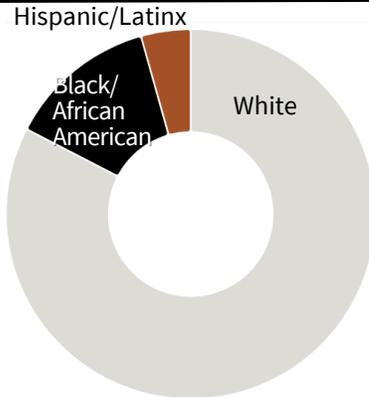
REGISTER OF DEEDS, 2022

35% Male (8)

65% Female (15)

11.6 Average years of employment, **fulltime male**

13.5 Average years of employment, **fulltime female**



Director

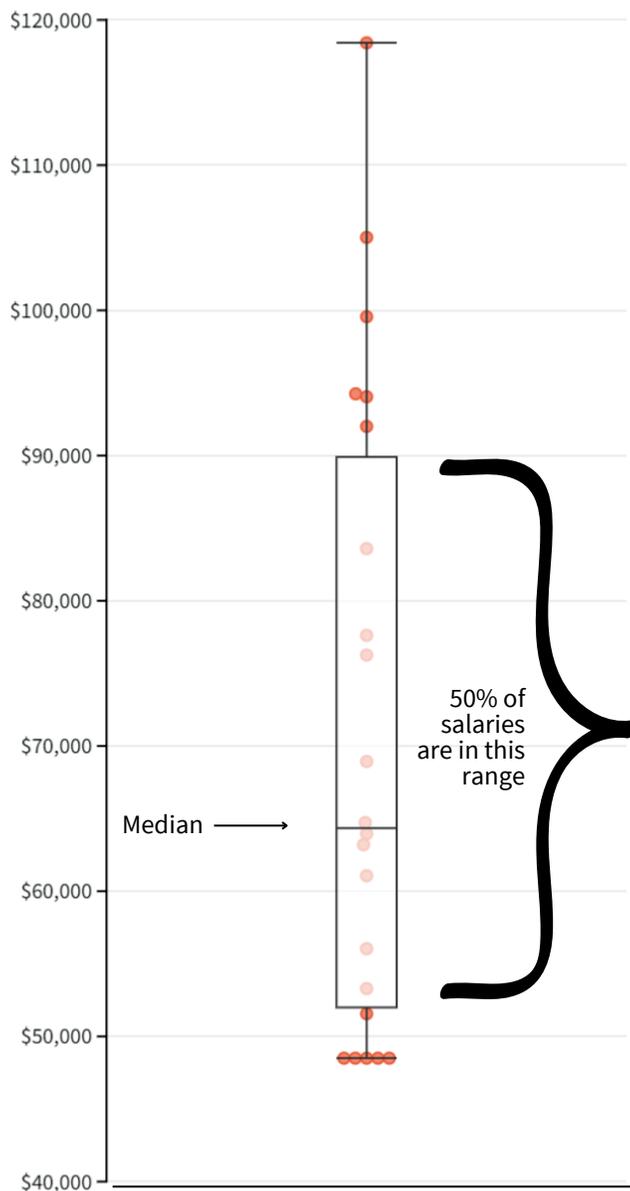
Elected Official



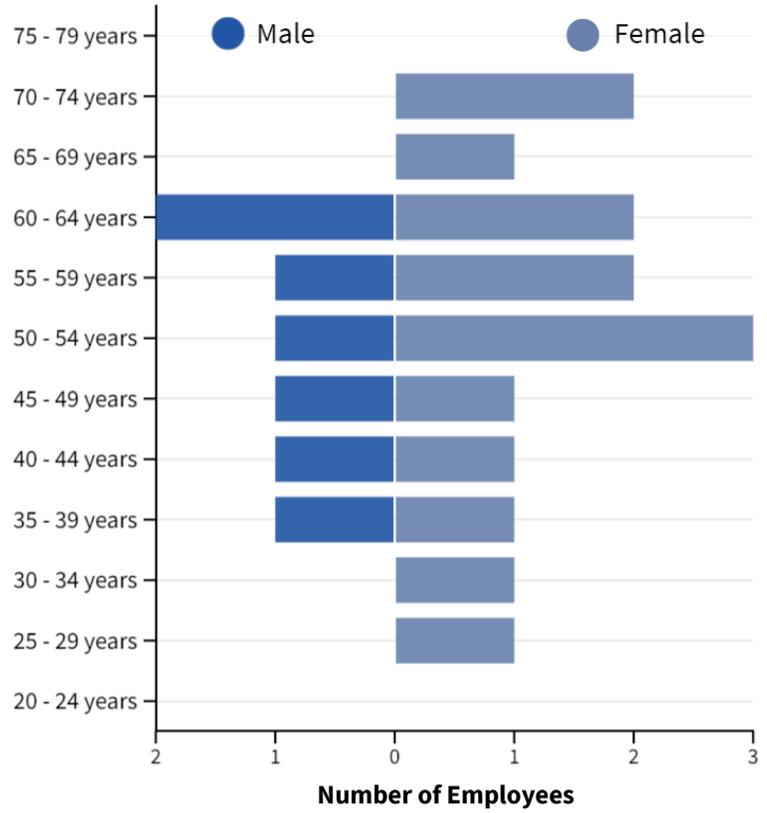
- Register
- Black/African American
- Female
- Age: 55-59
- Years of Employment: 5
- Salary: \$157,573

Status	# of Employees
Full Time	22
Part Time	1
TOTAL	23

Salary Distribution, FT Employees

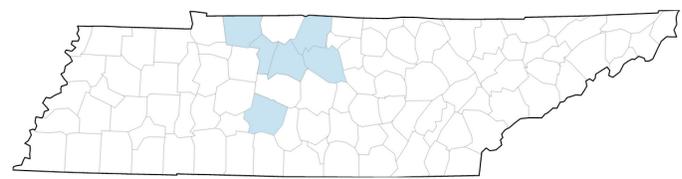


Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

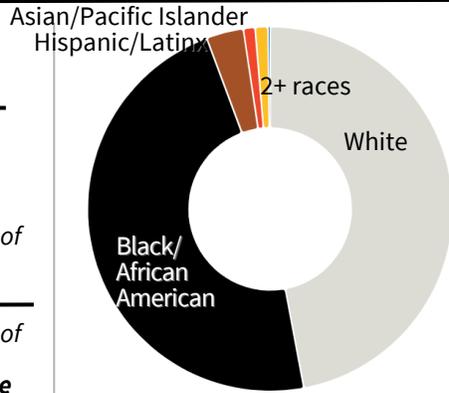
SHERIFF, 2022

59% Male (622)

41% Female (439)

11.3 Average years of employment, **fulltime male**

9.3 Average years of employment, **fulltime female**



Director

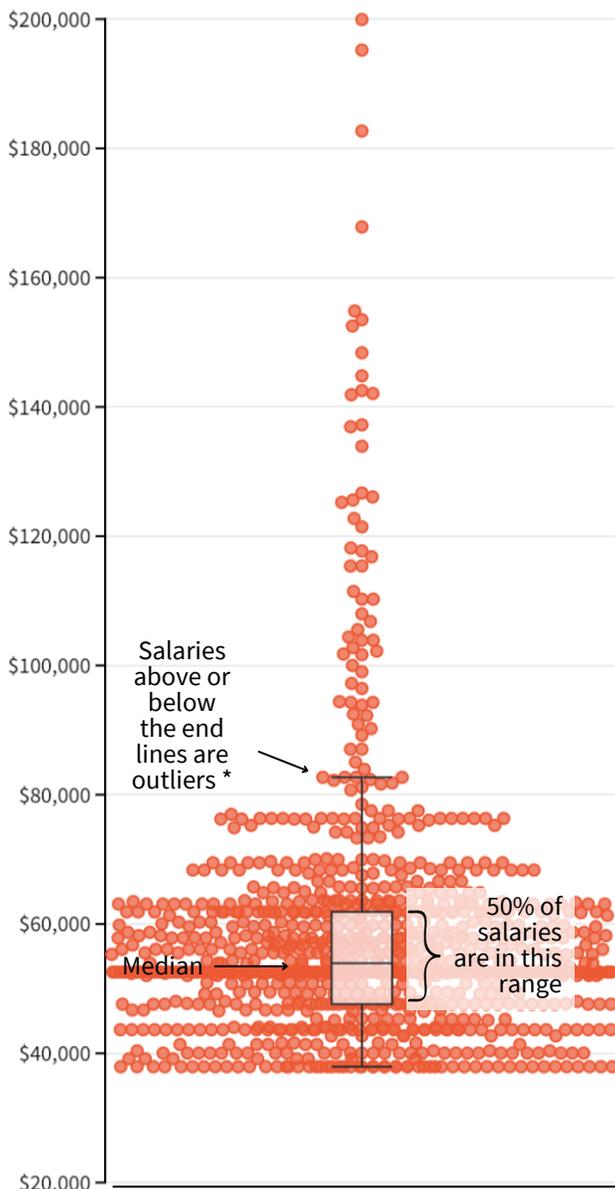
Elected Official



- Sheriff
- White
- Male
- Age: 55-59
- Years of Employment: 29
- Salary: \$190,583

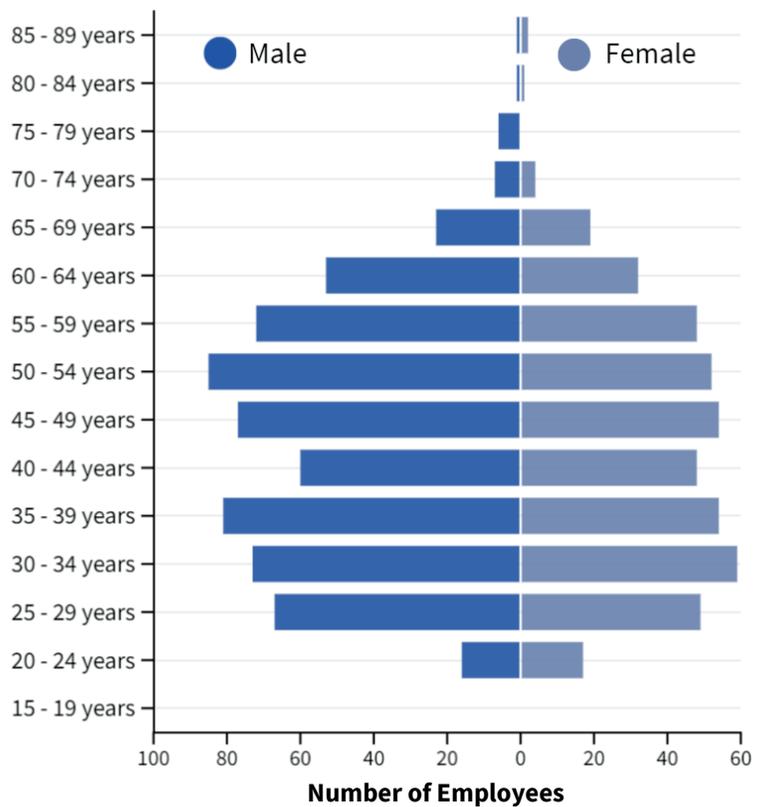
Status	# of Employees
Full Time	907
Part Time	154
TOTAL	1,061

Salary Distribution, FT Employees



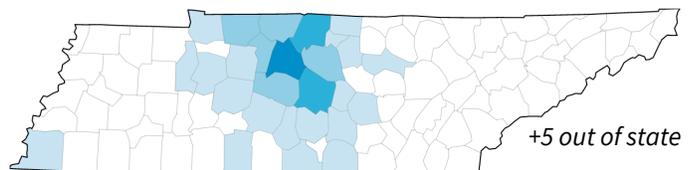
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



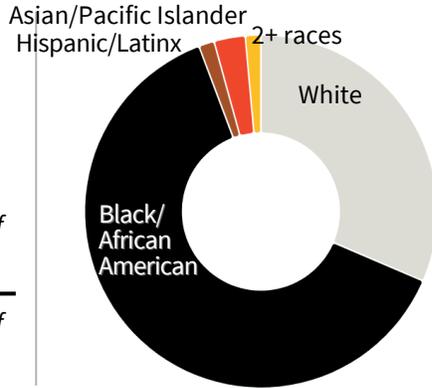
SOCIAL SERVICES, 2022

20% Male (14)

80% Female (56)

9.3 Average years of employment, **fulltime male**

10.2 Average years of employment, **fulltime female**



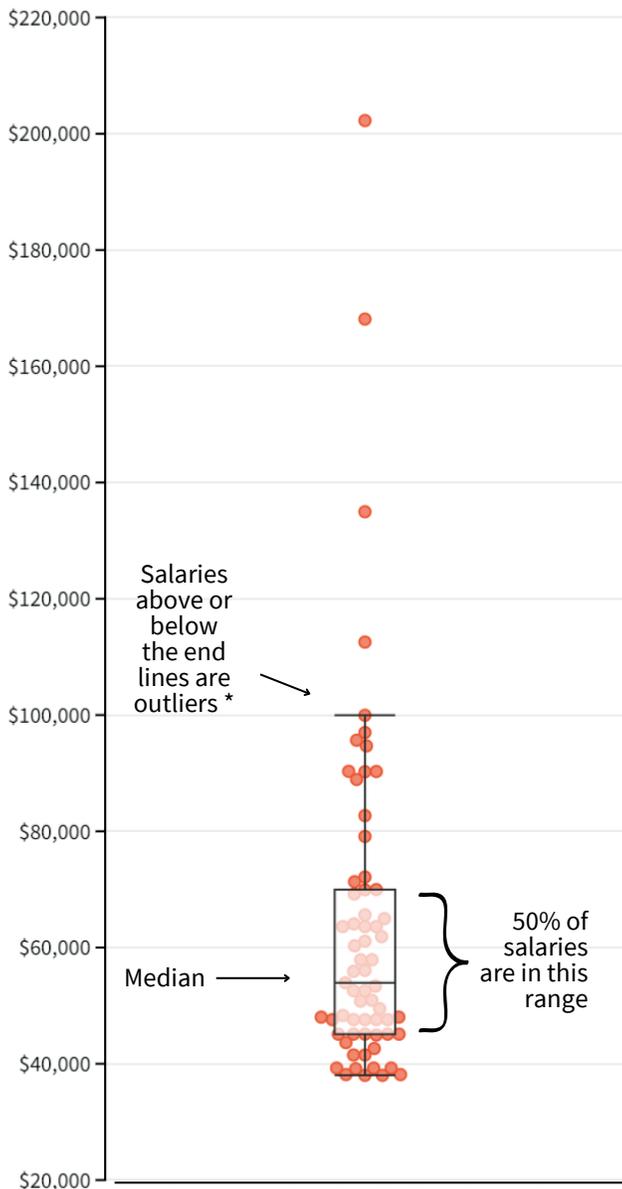
Director



- Director
- Black/African American
- Female
- Age: 60-64
- Years of Employment: 18
- Salary: \$202,263

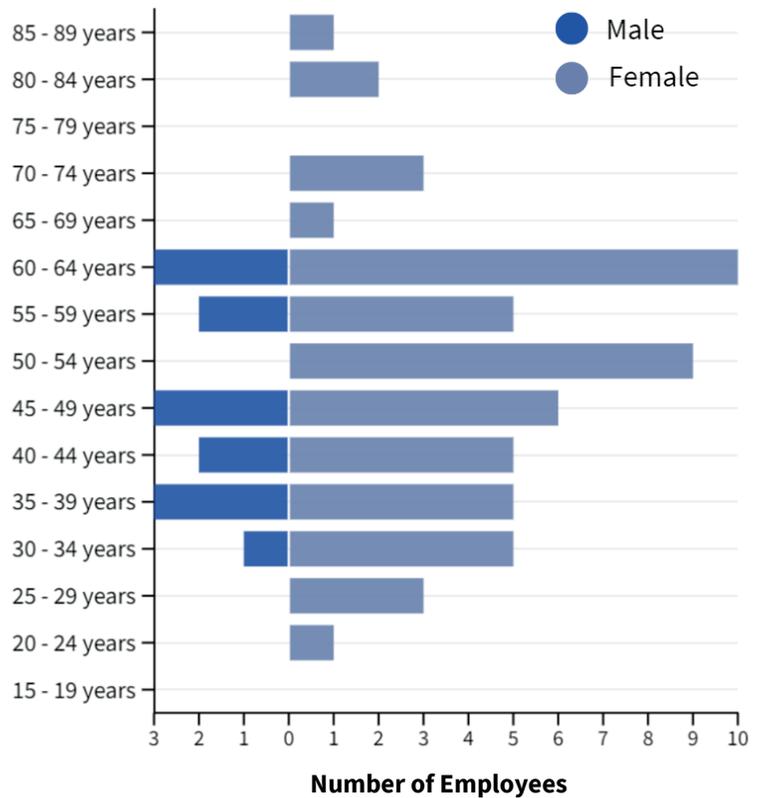
Status	# of Employees
Full Time	65
Part Time	5
TOTAL	70

Salary Distribution, FT Employees



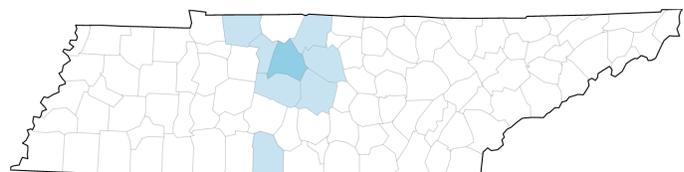
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



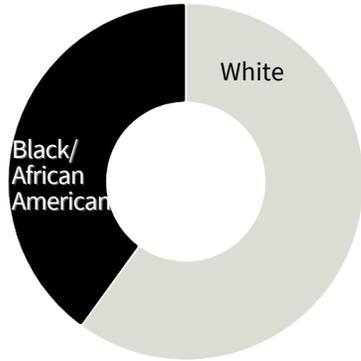
SPORTS AUTHORITY, 2022

40% Male (2)

60% Female (3)

1 Average years of employment, **fulltime male**

8.3 Average years of employment, **fulltime female**



Director



- Executive Director
- Black/African American
- Female
- Age: 45-49
- Years of Employment: 21
- Salary: \$146,275

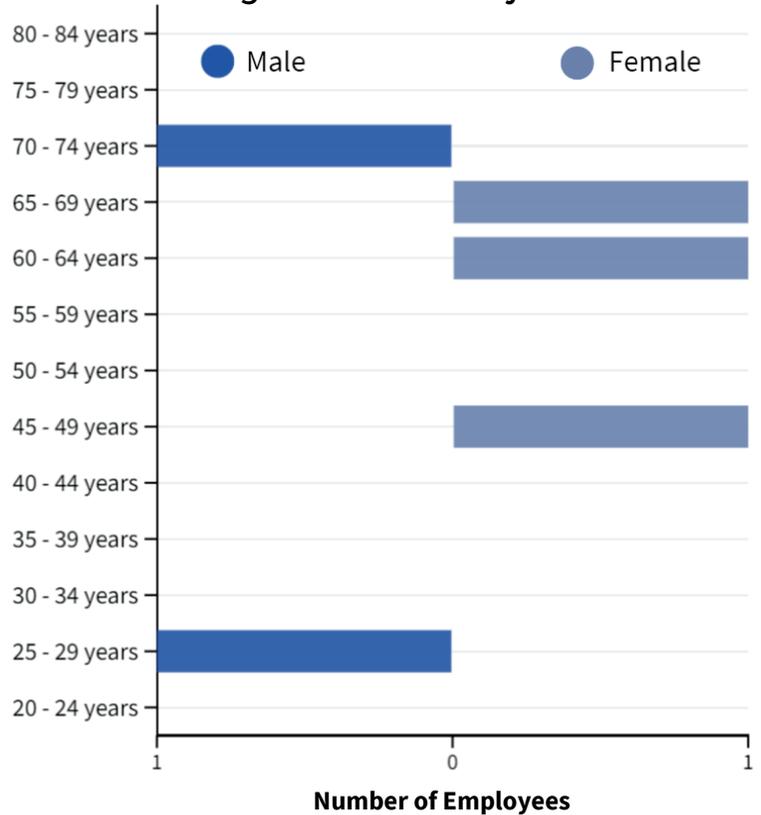
Status	# of Employees
Full Time	4
Part Time	1
TOTAL	5

Salary Distribution, FT Employees



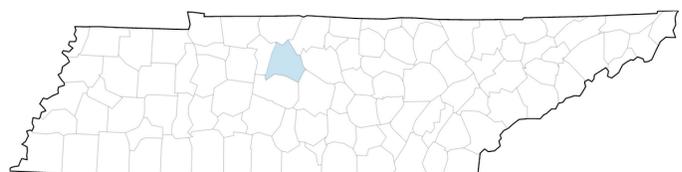
Scatter data points alone are provided when the count is fewer than six data points.

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



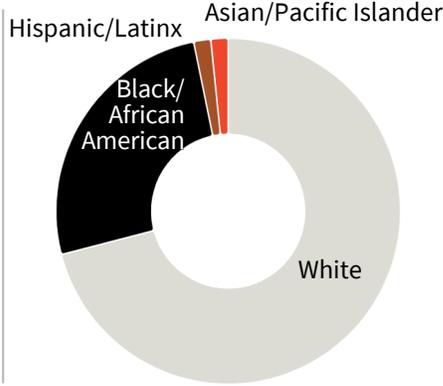
STATE FAIR BOARD, 2022

40% Male (25)

60% Female (37)

12.4 Average years of employment, **fulltime male**

5.4 Average years of employment, **fulltime female**



Director



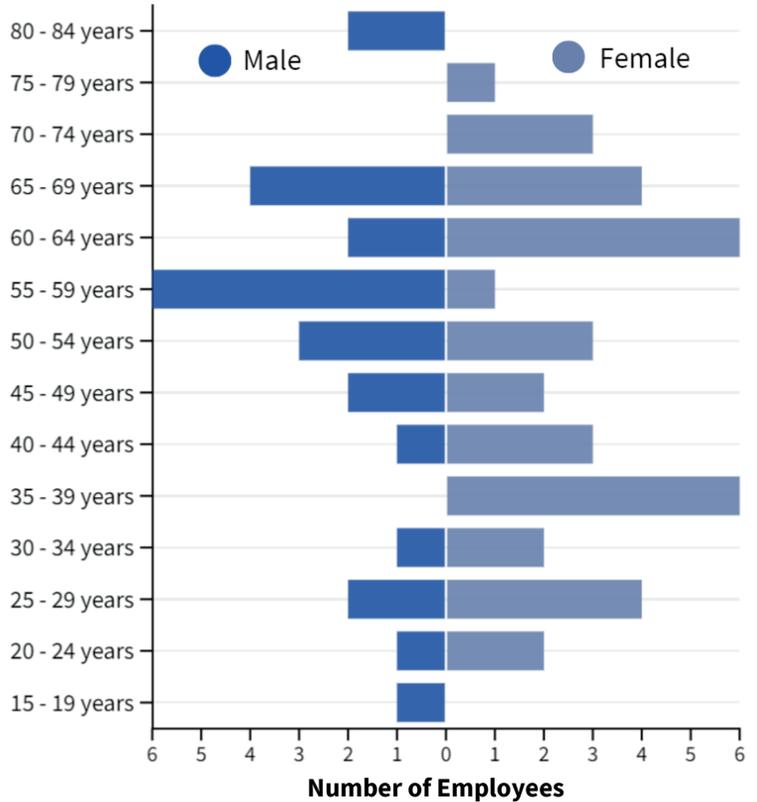
- Fair Director
- White
- Female
- Age: 50-54
- Years of Employment: 7
- Salary: \$122,985

Status	# of Employees
Full Time	16
Part Time	24
Seasonal	22
TOTAL	62

Salary Distribution, FT Employees

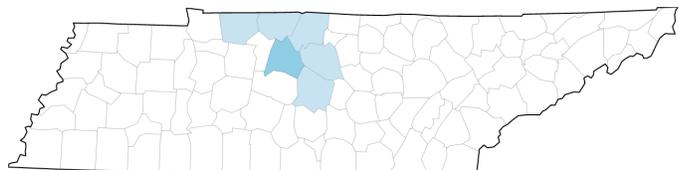


Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



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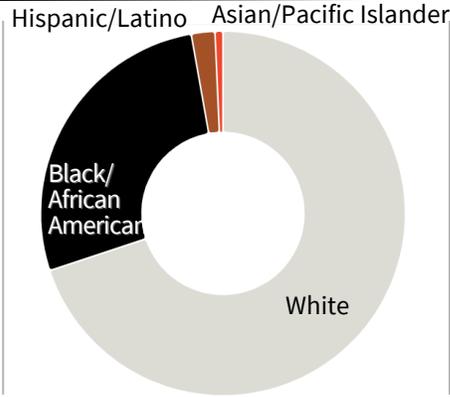
STATE TRIAL COURTS, 2022

42% Male (60)

58% Female (83)

10.4 Average years of employment, **fulltime male**

9.6 Average years of employment, **fulltime female**



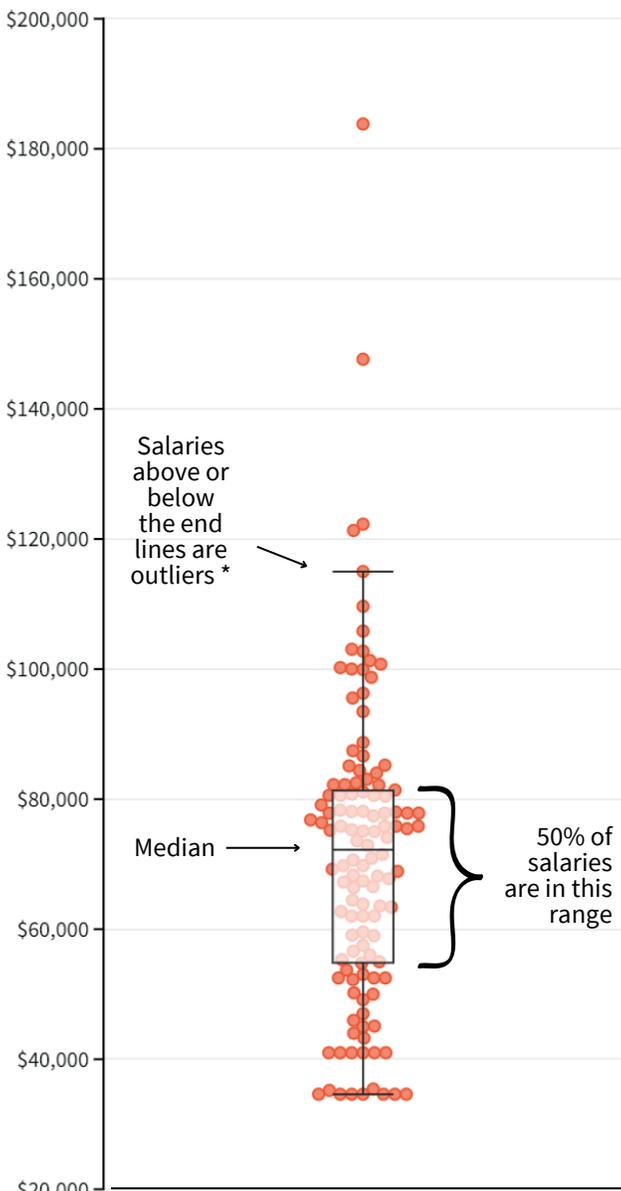
Director



- Court Administrator
- White
- Male
- Age: 65-69
- Years of Employment: 13
- Salary: \$183,825

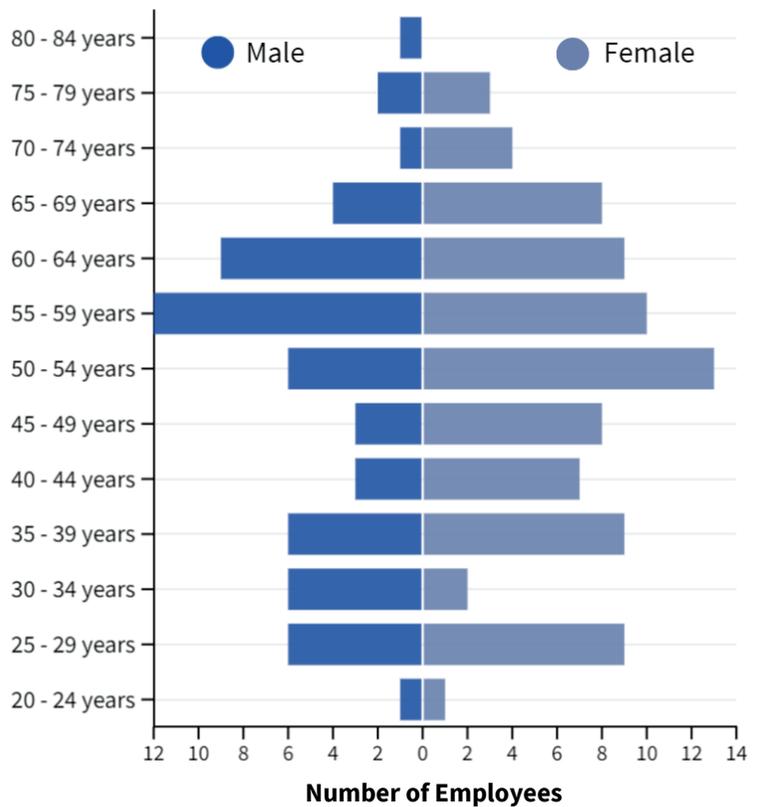
Status	# of Employees
Full Time	130
Part Time	13
TOTAL	143

Salary Distribution, FT Employees



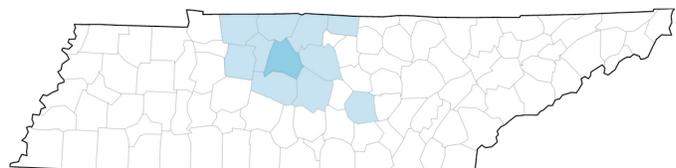
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Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



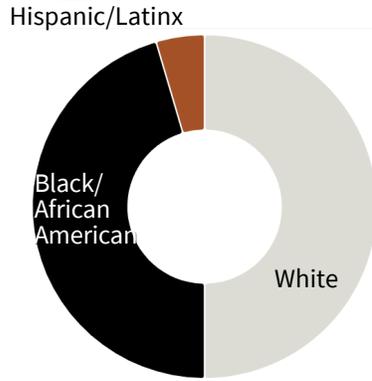
TRUSTEE, 2022

36% Male (8)

64% Female (14)

5.8 Average years of employment, **fulltime male**

12.7 Average years of employment, **fulltime female**



Director

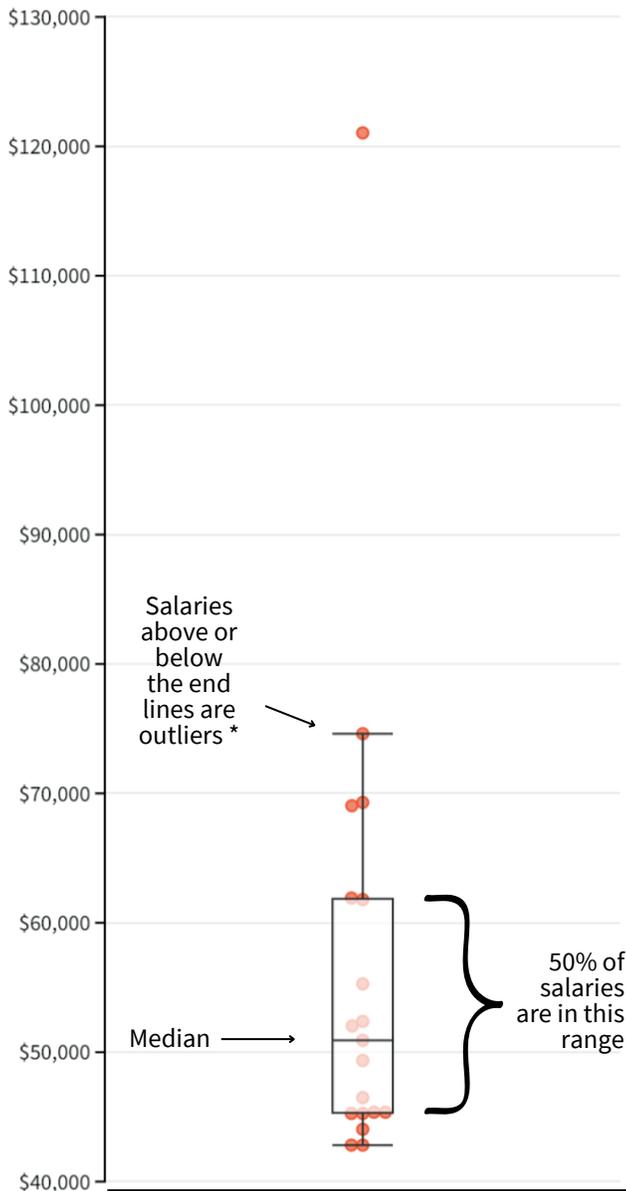
Elected Official



- Trustee
- Black/African American
- Female
- Age: 45-49
- Years of Employment: 3
- Salary: \$157,573

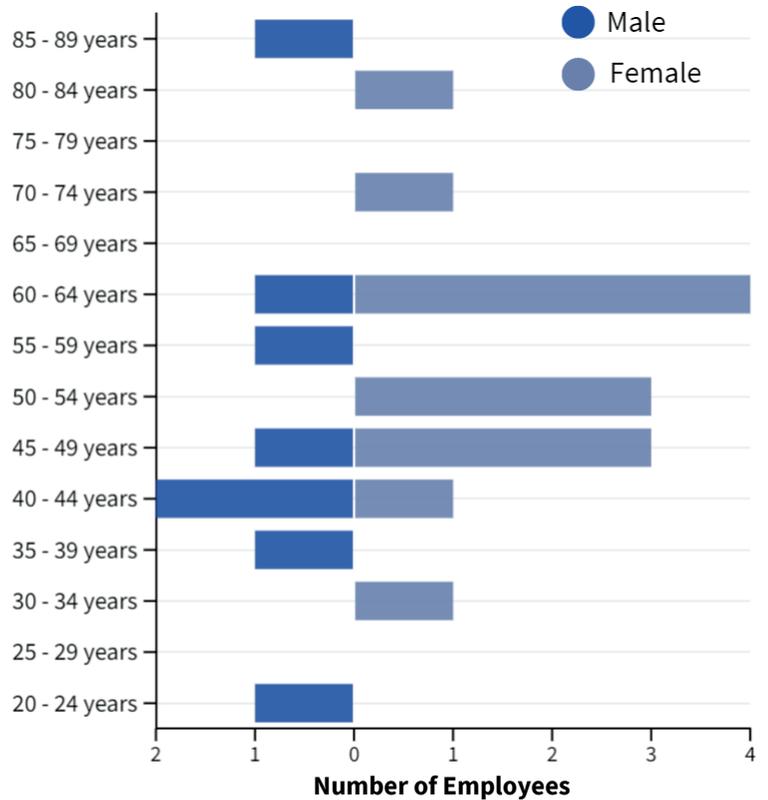
Status	# of Employees
Full Time	19
Part Time	2
Seasonal	1
TOTAL	22

Salary Distribution, FT Employees



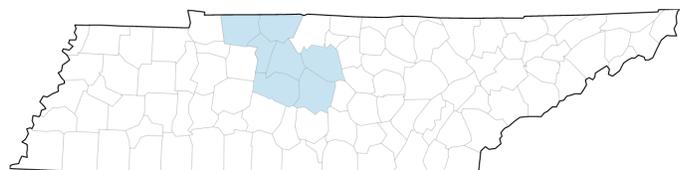
*Box plots are used to visualize how data points are spread, focused on proximity to the middle. Outliers are points on the high or low end that are outside what would be considered "normal."

Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees



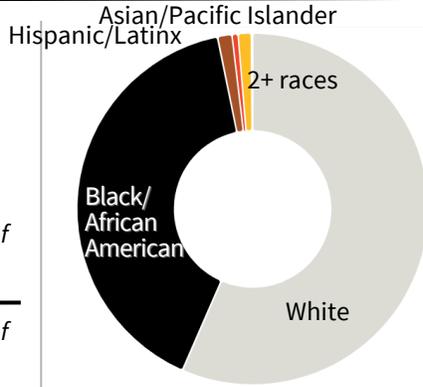
WATER SERVICES, 2022

78% Male (700)

22% Female (202)

13 Average years of employment, **fulltime male**

11.9 Average years of employment, **fulltime female**



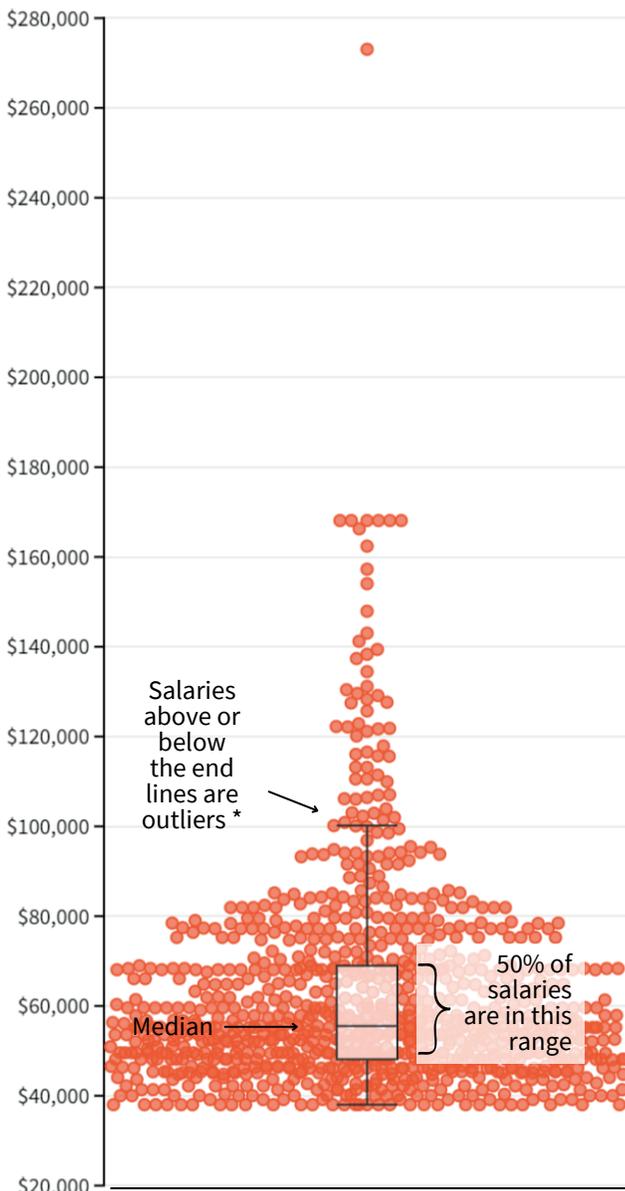
Director



- Water Services Director
- White
- Male
- Age: 55-59
- Years of Employment: 22
- Salary: \$273,050

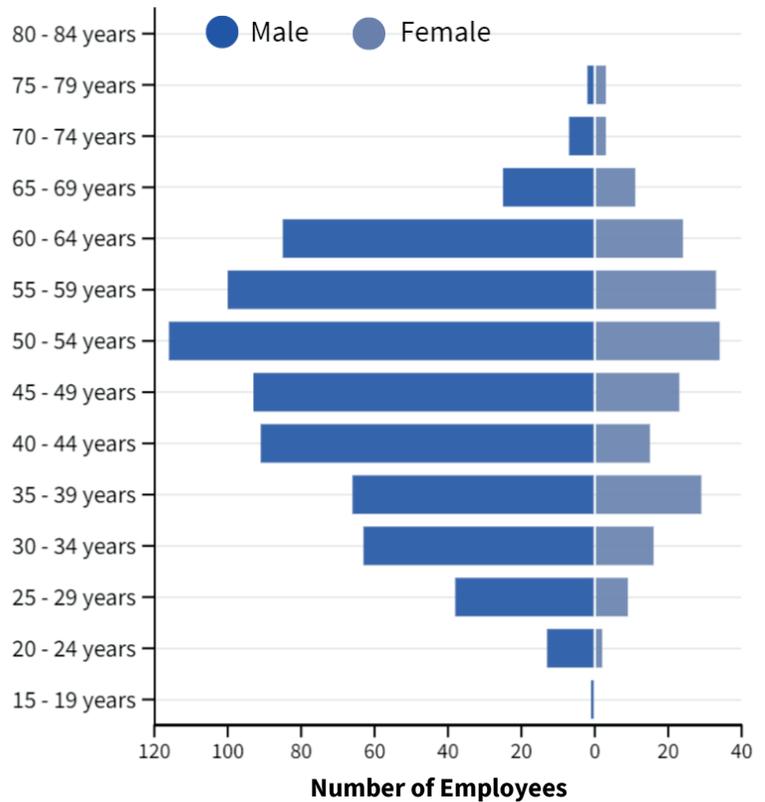
Status	# of Employees
Full Time	892
Part Time	10
TOTAL	902

Salary Distribution, FT Employees



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Age Distribution by Gender



County Residence

- 1-19 employees
- 20-99 employees
- 100-249 employees
- 250-499 employees
- 500-999 employees

